

RECORDING · THE · ELECTRICAL · ERA

VOL. XXVIII

WASHINGTON, D. C., APRIL, 1929

NO. 4

*Bell Telephone in Canada*

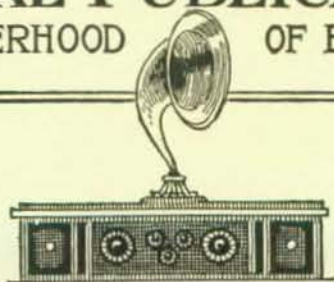


## OFFICIAL PUBLICATION

INTERNATIONAL BROTHERHOOD

OF ELECTRICAL WORKERS

DEVOTED TO THE  
CAUSE OF  
ORGANIZED  
LABOR



AFFILIATED WITH THE  
AMERICAN FEDERATION  
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Cough that hangs on.

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## Radiant Health Protects Against Tuberculosis

For Treatment, remember that

## Early Discovery Leads to Early Recovery

\* \* \* \*

## LET YOUR DOCTOR DECIDE

\* \* \* \*

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(This advertisement is inserted to assist the work of the National Tuberculosis Association.)



# OFFICIAL ORGAN OF THE INTERNATIONAL ELECTRICAL WORKERS AND OPERATORS

PUBLISHED MONTHLY

G. M. BUGNIAZET, *Editor*, 1200 15th Street N. W., Washington, D. C.

This Journal will not be held responsible for views expressed by correspondents.

The first of each month is the closing date; all copy must be in our hands on or before.

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## Magazine Chat

We have always been im-  
pressed by the fact that what  
democracy there is left in the  
world is most strikingly re-  
vealed in the labor unions. And  
it is but natural that the crea-  
tion, production and distribu-  
tion of a labor journal should  
be in the nature of an adven-  
ture in democratic co-operation.

We were puzzling the other  
night—lying awake, if you  
must know—over the number  
of hands and brains that went  
into the making of each num-  
ber of the Electrical Workers  
Journal. Now, to be sure, no  
accurate gauge can be set up.  
We shall always fall short of  
the actual number—for be it  
known the entire membership  
of this union, and in an indirect  
way, the entire membership of  
many other unions, make this  
Journal possible. But a crude  
estimate looks like this:

Union Paper Makers.....	50
Union Printers, Pressmen, etc.....	25
Press Secretaries.....	75
Clerical and Technical Staff.....	25
Other Contributors and Special Writers.....	10
Union Engravers.....	5
Union Mailers.....	10

Total About..... 200

We doubt if many magazines  
have a larger, more efficient  
group of co-workers.

While we are discussing  
phases of publication, it is in-  
teresting to take a side-long  
glance across "the sea of  
printer's ink." Leon C. Mar-  
shall in his "The Story of Hu-  
man Progress" (MacMillan)  
gives the following figures:

### Kinds

700 magazines for farmers in  
the United States.  
300 magazines for children.  
2,500 daily newspapers.  
15,000 new books published.  
20,000,000 periodicals of all  
kinds published.

### Circulation

40,000,000 newspapers circu-  
lated each day.  
95,000,000 monthly maga-  
zines circulated.  
55,000,000 weekly magazines  
circulated.

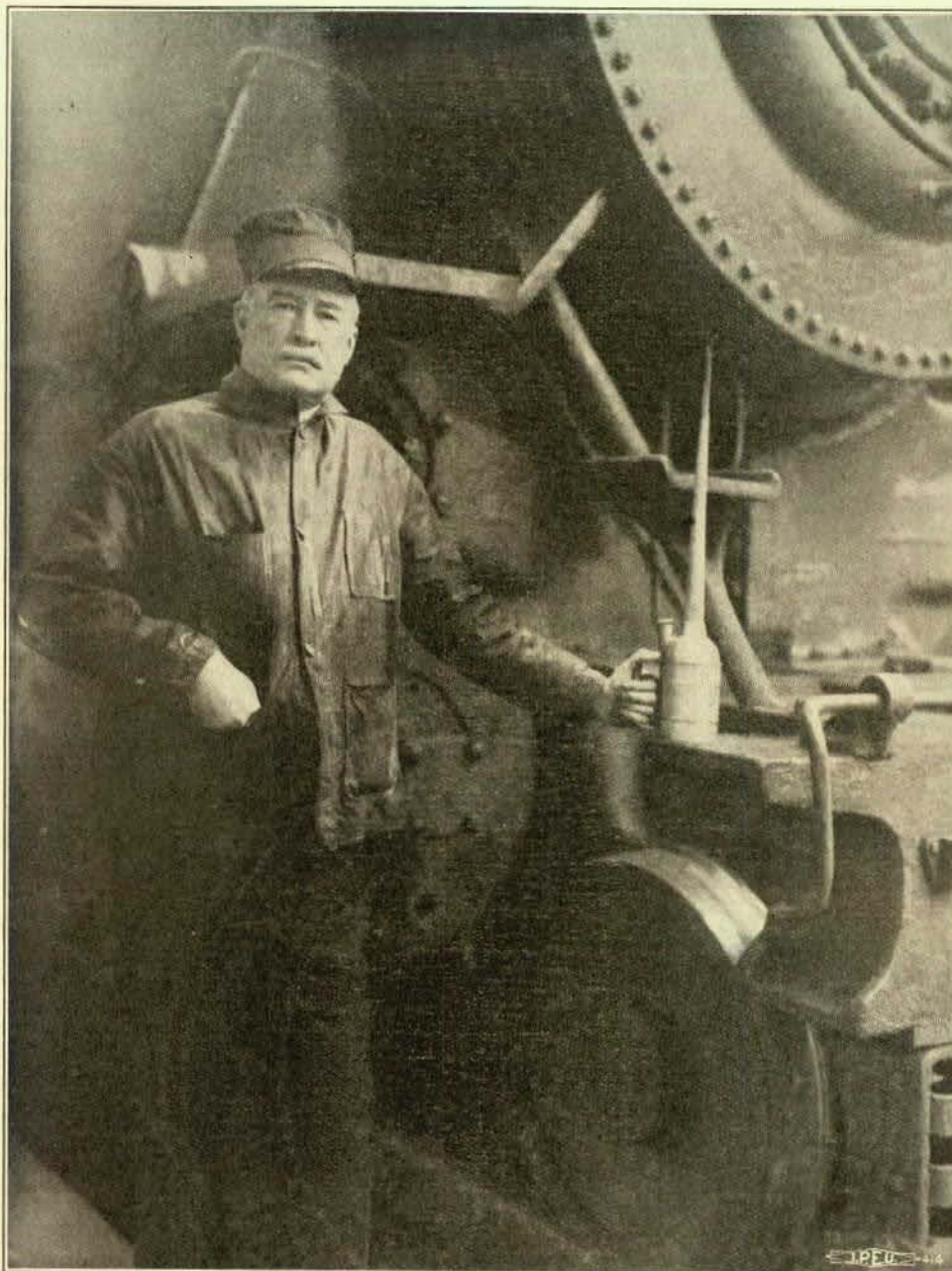
### Tonnage

1,100,000 tons of paper used  
each year for books.  
1,500,000 tons of paper for  
newspapers.

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BILL GOES BACK TO THE ENGINE. A CONGRESSMAN WHOM WASHINGTON DID NOT SPOIL—WILLIAM L. CARSS, A LOCOMOTIVE ENGINEER. AS A MARK OF DISTINCTION ALL THE UNION RAILROAD MAGAZINES ARE PUBLISHING THIS PHOTOGRAPH. THEY BELIEVE CARSS IS EVIDENCE TO THE WORLD OF THE DIGNITY, INTELLIGENCE AND LOYALTY OF THE UNION MAN.





# THE JOURNAL OF ELECTRICAL WORKERS & OPERATORS

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No. 4

## Canadian Bell at the Turn of a New Transaction

THE Bell Telephone Company of Canada, a subsidiary of the American Telephone and Telegraph Company, a holding company incorporated under the laws of New York State, has been in operation since 1880. It has been in operation for half a century under continuous management of the Bell interests. The character of its policies toward that vague third party, the public, toward its own employees, and toward the users of its telephone equipment, has been one with the policies which have been put into effect in the cities of the United States by the shrewd parent company.

Those policies have been worked out with meticulous care in keeping with the main objective of the telephone monopoly, i. e., to secure from the public what it wants without making concessions in rates, and to exploit as painlessly and as unostentatiously as possible the hundreds of thousands of defenceless employees. That these policies have been heralded at home and abroad, as, in the main, successful, must be considered little less than truth, for the salient fact about the present crisis in the affairs of the Bell Telephone Company of Canada is that, despite its long residence and operation in Canada, despite its clever "playing of the game," it does not enjoy the confidence of the Canadian public. This was unmistakably revealed last year—in April, 1928—when the Bell Telephone Company of Canada went to the Dominion Parliament, at Ottawa, and asked for the right to double its capitalization—from \$75,000,000 to \$150,000,000. Be it said, that the Dominion Parliament acts in this capacity a good deal as does the Interstate Commerce Commission in the United States, but perhaps with more deference to public opinion. At that time one member was successful in killing the proposal. He raised the question of probable increased rates. Few voices were raised in behalf of the telephone company. This year the Bell Telephone Company of Canada is going back to Ottawa with the same proposal. And it has tried to offset this lack of public confidence in itself by flooding the Dominion with paid advertising—long discussions of its past record in Canada.

The lack of public confidence in this huge branch of the American Telephone business is all the more striking when one considers the character of its proposal. It wants the privilege to sell bonds or stocks for needed improvements. And when one considers that money spent this way goes to swell the general volume of business in the Dominion, one is a little surprised that it should raise a storm. Probably in the end the telephone company will be successful. But the point is, the citizens don't trust this colossus in its midst, who has been doing business at the same stand for 50 years, and playing the same policies said to be so successful in the United States.

**The devious history of telephone policies begins a new chapter in the Dominion of Canada. All our readers in Ontario and Quebec as well as in the States will enjoy the facts in Mother Bell's latest maneuver.**

### Thumbs Down on Consumers

Of course, Canadian legislators have grounds for their restive suspicion. They are familiar with what is going on in the United States. They have seen telephone rates mount in the United States. They are familiar with the practices of the monopoly. They see rates in New York, Detroit and Boston go up. They are familiar with the contention of the telephone monopoly that volume of business has nothing to do with rates. The telephone business is the only one extant that charges more for its commodity as volume increases. They may perhaps be pardoned, too, for their nervousness when it is remembered that increased capitalization has always preceded increased rates. The management of the telephone monopoly are fine Italian artists in wheedling concessions out of legislators, and then, when these are once granted, in putting thumbs down on the poor telephone consumers.

Whether the policies are so successful in the United States, and whether they will continue to be, remains to be seen. At present New York City is locked in long, bitter and expensive litigation with the New York Telephone Company. But this heated altercation is over rates. And the telephone company has just been awarded approximately 20 per cent increase by a special master. But in Canada the company wants new capital, and still the public is reluctant to recognize the validity of its claim.

One would deduce that the Bell management would come to believe that its policies of fair speaking and slow attrition were suspect. But it is a fact that the telephone company has a good deal of unseen influence in directions where it is important, and what passes for sound public policy may not be in truth so sound.

The page advertisements being run in

*"Those policies have been worked out with meticulous care with the main objective of the telephone monopoly i. e. to secure from the public what it wants without making concession in rates, and to exploit as painlessly and as unostentatiously as possible the hundreds of thousands of defenceless employees."*

*"The management of the telephone monopoly are fine Italian artists in wheedling concessions out of legislators, and then, when these are once granted, in putting thumbs down on the poor telephone consumers."*

Canadian newspapers serve one purpose: They show what the company thinks the Canadian public is thinking about it. Incidentally these same revelations are raising troublesome questions on the other side of international boundaries. Why—it is being asked in the United States—should it cost less to install and operate telephones in Canada than in the United States? According to the paid statements of the Canadian Company (Toronto Globe, January 28), it costs \$189 to install and operate a telephone in Canada, and \$221 in the United States.

System	Number of Telephones	Capital Cost Per Telephone
1. Government system in Great Britain....	1,511,585	\$307
2. Government systems in Manitoba, Sask. and Alberta..	161,351	294
3. Brazil .....	83,677	248
4. All companies of Bell System in United States.....	13,726,000	221
5. Bell Telephone Co. in Ontario and Quebec .....	668,383	189
6. Companies in B. C. and the Maritimes	160,515	157

Perhaps lower capitalization accounts for this gap between Canada and the United States; perhaps competition.

No doubt this statement alone throws valuable light on the rate question in the United States, in those cities where it has become such a heated question. And so, it comes about that the Bell telephone monopoly believes that the Canadian public is interested in these very private matters of corporate finance—private, that is, from the point of view of the management. The company also believes that the choicest bait for the Canadian public is dividends.

### Profits Are Great

"There is a simple and definite way of discovering whether the company's policy has met this obligation.

"It is to examine the return the individual shareholder has actually received over a period of years.

"A test case is provided in the typical experience of an individual who bought 80 shares of telephone stock on the market 15 years ago—just as an investor might do today—and has since taken advantage of his opportunity to buy new shares at each offering during the 15 years.

"Here are the figures of his transactions:

1913—bought 80 shares on market at \$145.....	\$11,600
1919—1 new share for 4 old—20 new at \$100.....	2,000
1921—1 new share for 4 old—25 new at \$100.....	2,500
1922—1 new share for 5 old—25 new at \$100.....	2,500



1924—1 new share for 5 old—	
30 new at \$100.....	3,000
1927—1 new share for 5 old—	
36 new at \$100.....	3,600

"In 1929 he has 216 shares and has paid \$25,200. His annual dividend on 216 shares is \$1,728. His annual rate of return is 6.9 per cent."

Yet the company repeats exactly the same propaganda in Canada that it uses in the United States—about the decentralized control of the monopoly. It seeks to set up the fiction that the control of the telephone monopoly is wide-spread. It says:

"The average individual owner of the telephone system has 27 shares of stock and the income from these is \$216 a year. The largest individual holding is 1,510 shares, which is one-quarter of one per cent of the total."

#### Big Individual Holdings

The telephone monopoly forgets to say that George F. Baker, octogenarian head of the First National Bank of New York City, is credited in 1929 with 53,322 shares, and that D. T. Waters and P. H. Pierson, of the same bank, hold respectively 31,391 and 21,000 shares. Mr. Baker's impregnable position in A. T. and T. affairs is not unlike that of Mr. Rockefeller in the so-called independent Standard Oil Company of Indiana. Mr. Rockefeller is a minority stockholder—yes, yet he has enough power to guarantee the perpetuation of Mr. Rockefeller's policies—whatever they may be—conservative and sometimes antisocial that they are. There is little doubt that the employee stockholders of the Standard Oil Company of Indiana preferred Colonel Stewart, but that did not keep Colonel Stewart at the helm. Bell Company of Canada makes much of the employee stockholders of A. T. and T., but it fails to inform the Canadian public that the stock held by the \$25-a-week employee-capitalist is non-voting stock.

So telephone industry has a way of repeating itself in Canada. The telephone monopoly assumes that the Canadian public will be deceived by its own fictitious evaluation set upon the parent company, the American Telephone and Telegraph Company. One advertisement (Toronto Globe, January 21) is devoted entirely to a discussion of "The Bell Telephone Company and the American Company." In this discussion, the sponsors admit that the American Telephone and Telegraph Company owns 31 per cent of the Bell Telephone Company of Canada's shares, but it takes up its expansive advertising spaces to explain the value to Canada of this overlordship of the holding company. Of course, there is no word uttered against the holding company as a legal device to collect higher rates and to issue bigger dividends. What a shock Canadian citizens would have received, if by chance, the true nature of the holding company had been described, as Morris L. Cooke, Philadelphia engineer, retiring president of the Taylor Society, describes it:

"As a device for the injection of water the efficiency of the holding company compares with the high finances which preceded it as a high pressure fire main does to a garden hose. Thus a banker having the stock of several companies, the aggregate

of which produces a considerable sum in dividends, forms what is known as a holding company and he turns the stock which he holds into his company for what is known as collateral trust bonds, and preferred and common stock. He sells the bonds, thereby getting cash for his stock which he turned into the company, without losing control of the individual company. There are a number of instances where several small holding companies have been turned into one large holding company. The end is not yet.

"The only serious defence I have ever heard made of this method of financing is based upon a belief in the absorption of private property, for certain it is that the capitalization of a company under this

Company is direct and definite. It consists of:

"1. Ownership—the telephone company controls the Northern Electric by owning 51 per cent of Northern Electric shares.

"2. Contract—the telephone company has a contract with the Northern Electric by which the latter sells equipment to the telephone company at favorable prices."

As in the case of the Western Electric, so with the Northern Electric. Mother Bell buys all her telephone supplies from herself. This, of course, has the advantage of granting a profit both ways; first, to Mother Bell in the guise of the Northern Electric, and then as the Bell Telephone of Canada, charging rates and royalties in the equipment, used and purchased at the market price. This mulcting of the public is not so clear in the case of the Northern Electric as in the case of the Western Electric. In the case of Canadian firms, the holding company "holds" 51 per cent of the stock, and in the case of the Chicago firm (Western Electric), 100 per cent. Still the Bell of Canada refuses to divulge who owns the other 49 per cent of this stock in the manufacturing branch—a company that does a business of \$25,000,000 a year. That the Canadian public is not satisfied is indicated by this rather plaintive explanation by Bell (Toronto Globe, January 14):

"Details of the Northern Electric Company's operations in so far as they relate to the telephone system have been examined several times by the Board of Railway Commissioners and are available whenever required.

"But the suggestion has been made that, in addition to such related details, all the affairs of the Northern Electric Company should be opened to investigation, with the inevitable result that the information thus secured would become common property.

"This would mean that the Northern Electric Company, alone of all manufacturers in Canada, would be obliged to disclose, for the benefit of competitors, details of production methods, costs and administration which have no relation whatever to the telephone system.

"It would be a discrimination without precedent in any country.

"The position of the Bell Telephone Company in this respect was stated by the president in a letter which was widely published last June. There has been no change in this position, which was stated as follows:

"It does not seem reasonable that the Northern Electric Company should be singled out for public disclosure of its affairs unrelated to Bell Telephone business. If the Railway Board feels that further inquiry into the Bell Telephone side of the Northern Electric Company's business is necessary in order to determine the fairness of this company's rates then we offer no objection."

It is a question whether the Canadian public will ever be satisfied. The tried and true policies of the telephone monopoly are not completely successful in the United States, where they have been worked out with such lavish care by the financiers of the three billion dollar corporation. It never seems to occur to the Bell Manage-

(Continued on page 221)

#### ELECTRIC BOND AND SHARE CO.—NEW

The reorganization and refinancing of the Electric Bond and Share Co.—completes a little story of clever stock juggling, probably done in part to deceive the public.

The Electric Bond and Share Securities Corporation and the Electric Bond and Share Co., a holding company, have been consolidated (March, 1929).

In the beginning Electric Bond and Share Co. was the creation of the General Electric Co. In 1925, for some reason, expediency, or to quiet public criticism, the General Electric Company decided to cut loose from the Electric Bond and Share Co. This it did by creating Electric Bond and Share Securities Corporation, a holding company, incorporated under the laws of New York, by distributing stock share for share to former G. E. stockholders. The Electric Bond and Share Securities Corporation became then the legal front of the General Electric. It could be said therefore in all literal truth that General Electric technically did not hold any stock in the Electric Bond and Share Co. when in reality it held all the stock through the newly created Securities Corporation.

It now becomes apparent that the Securities Corporation has performed a second service. Electric Bond and Share has a rigid charter, providing that the amount of preferred outstanding stock shall never equal the par value of common stock outstanding. In its recent efforts to expand the American and Foreign Power Co. its operating company, in South America and other lands, it fell short of capital. So it conveniently used the Electric Bond and Share Securities Corporation with its more flexible charter, to gather more capital.

So having created a legal front for the G. E. when the G. E. needed it, and having been instrumental in raising new capital the Electric Bond and Securities Corporation passes out of the picture.

The General Electric stockholders and management reserve the direction of the Electric Bond and Share Co.—a greatly expanded holding company. Incidentally the change was wrought by the payment of huge stock dividends—three for one.

method of financing has no relation whatever to values."

#### Defends Its Step-Child

The Bell Telephone Company of Canada finds that it must explain its very convenient relationship with the Northern Electric Company even as local operating units of the monopoly in the United States find they must explain their own relationship to the Western Electric Company. What convenient filial relationship the Western Electric has to the subsidiaries of the A. T. and T., so Northern Electric has to Bell of Canada. And it seems that this relationship is very convenient indeed. And here is the direct explanation:

"The relationship between the Bell Telephone Company and the Northern Electric



# Unemployment Matures to World Dimensions

IN the United States, the Senate Committee on Education and Labor has made its report on unemployment. In Canada the Trades and Labor Congress of Canada has submitted a memorandum on the causes and cure of unemployment to the Dominion government. In Europe, the International Labor Conference, scheduled for Geneva in May, 1929, is preparing a comprehensive report on unemployment throughout the world.

To those who observe the trend of industry in more than one nation, it is not difficult to perceive that modern governments are locked in a Titanic struggle to end constant and prevalent joblessness. As a result, remedies are being offered, many of them quite dissimilar, and many of an industrial nature.

In the ELECTRICAL WORKERS' JOURNAL for January, a complete report of the activities of the Congress committee (Senate Committee on Education and Labor) was given. This included the figures of Dr. Isador Lubin, of the Institute of Economics, who co-operated with the Couzens' Committee. Since then, Dr. Lubin has published a complete resume of his activities in the Survey Graphic for March. The Survey Graphic, which has always manifested an intelligent interest in industrial and social problems, devotes an entire number of the magazine to a consideration of the phenomenon of unemployment.

## Remedies for Unemployment Suggested by The Senate Committee on Education and Labor

1. Private industry should recognize its responsibility for stabilizing employment, and the government should co-operate.
2. Insurance plans should be initiated by private industries, supplemented if necessary by states.
3. States and municipalities should perfect efficient unemployment exchanges and the government should co-ordinate them nationally.
4. The U. S. Employment Service should be re-organized.
5. The government should provide an efficient system for collecting unemployment statistics, beginning with the 1900 census.
6. The government, states and municipalities "should adopt legislation without delay which would provide a system of planning public works so that they would form a reserve against unemployment in times of depression."
7. Further consideration might well be given to two questions: The effect had on unemployment by industrial developments, such as consolidation of capital, and the necessity and advisability of providing—either through private industry, through the states, or through the federal government—a system of old-age pensions.

## Remedies for Unemployment Suggested by the Trades and Labor Congress of Canada

"First, to increase the number of jobs in Canada and stabilize employment to the fullest possible extent.

"Second, to provide facilities for bringing the job and the worker together.

"Third, by the payment of unemployment insurance.

"To give effect to the first proposal, courses of action are suggested as follows:

"Tariffs properly designed to increase home production, supplemented by fair wage regulations in protected industries.

"Generous government support to the National Industrial Research Council so as to encourage the development and use of natural resources.

"Carrying on of all public works and

purchase of public supplies during periods of depression.

"Limitation of work on all government jobs to eight hours a day.

"Adoption of the recommendation of the National Conference for the encouragement of building operations during the winter season.

## Bringing Man and Job Together

"The following measures are suggested to give effect to the second proposal:

"Abolition of fee-charging employment agencies and development of free employment

## Unemployment in Certain European Countries, as of December, 1928

	December 1928	Percentage
Germany	748,760	16.7
Belgium (Oct. 1928)	3,497	.6
Austria	237,661	
Denmark	67,850	.25
Canada (Oct. 1928)	5,705	3.1
Estonia	7,770	
Finland	2,868	
Great Britain	1,169,633	9.8

## an Near Death After Leap From Bridge Here

CON  
tion  
ITS

## The News

Served by Fast Train Wires at United Price—World's Greatest Evening Press Association  
—No. 46—WASHINGTON, D. C., WEDNESDAY, JANUARY 2, 1929

WEATHER  
Fair and colder  
tonight; lowest  
temperature  
about 28 de-  
grees. Warmer  
tomorrow.



# 25,000 SHIVERING MEN SEEK JOBS FROM FORD

Health,  
m

## Cagle and His Fiancee



## Auto Maker to Hire But 500 Daily Till Quota Is Filled

Huge Army of Unemployed  
Stamps in Cold in Front of  
Ford Plant, Waiting for Jobs

## BURN PAPER TO KEEP WARM

Detroit Magnate Will Take On  
30,000 Men in New 5-Day  
Week and 6-Day Production

DETROIT — More than 25,000 shivering men, stamping their feet and burning newspapers to keep warm, stormed the Fordson plant of the Ford Motor Co. this morning seeking the 20,000 new employees to be added to the Ford pay rolls before.

A. E. Wilson, employment manager, early this morning estimated the crowd to number 12,000, but as the additional men arrived he believed there was nearly 20,000 waiting for work. Only 500 men will be hired daily.

Ford is taking on 20,000 new workers under his recently announced five-day work plan. The workers will be so distributed that production will go on six days a week, and the output of Ford cars will be increased several hundred a week.

The auto maker announced that unemployed men in Detroit would be given first choice, and a warning has been sent out through the country urging jobless men not to come to Detroit in the hope of getting work in the Ford plants.

## Rickard Operated on

bureaus by the provinces, co-ordinated by the federal employment service.

"No hiring of labor outside of Canada, except when the government employment service certifies that the required labor is not obtainable within the Dominion.

"Assistance towards transportation of workers to distant jobs and for temporary work such as harvest labor.

"Co-ordination of seasonal occupations."

## Remedies for Unemployment to Be Considered by the International Labor Conference

The ELECTRICAL WORKERS' JOURNAL is permitted to state that the International Labour Conference to meet at Geneva in May, is preparing to consider a comprehensive report on unemployment. This report is woven around three possible remedies:

(1) Stabilization of the dollar, pound, franc, mark, etc.

(2) Stabilization of prices.

(3) Redistribution of labor.

That Europe has a man-size unemployment problem is indicated by the following table, taken from International Labour Monthly for March, 1929:

Hungary	15,000	10
Irish Free State (Nov. 1928)	27,724	10
Italy	363,551	about 10
Norway	6,171	17.4
New Zealand (Nov. 1928)	5,523	10
Netherlands	35,000	10
Sweden	51,298	17.2
Switzerland		1.1

Unemployment in the United States has been variously estimated as between 3,000,000 and 5,000,000.



# Study of Works Council of the General Electric

By MARGARET D. MEYER, A. M., Cornell University

In the first section of this amazing paper published in March, Miss Meyer recounted the events which led up to the formation of the works council. She told how the company union plan was voted down, when first submitted, and how later it was brought back in new guise and accepted by a few hand-picked delegates. She described the trivial problems to which the Council gives its attention. In the present section she goes forward to a treatment as to how the Council is thwarted in taking up important questions of wages and grievances.

## IV

### An Analysis of Some of the Activities of the Works Council

(Continued)

THERE have been a few questions, however, which have not been merely hastily disposed of because of their insignificance or impracticabilities. The most outstanding case of this sort has been the establishment of the Relief and Loan Plan. The development of this plan is worth our consideration.

In the early history of the Council—in fact, at its third meeting—we find the Pension System commanding attention. At this meeting a certain individual representing some of the older councilmen from the machine shop introduced a question to the effect that the existing pension system be revised so that payments to pensioners might be increased by aid of employee contributions to the funds. The manager, apparently willing to go along with this activity, appointed a committee of 10 for the purpose of investigating the possibilities of establishing a supplementary pension fund. It was the original hope of the employees concerned that besides increased pensions the retirement age might be reduced from 70 to 65.<sup>11</sup>

This, of course, fell right in line with the sort of thing Mr. Eveleth hoped for. The discussion of old age pensions was one of the very topics mentioned by him as being appropriate for such a council to consider,<sup>12</sup> and it was the topic which appealed to the older men and aroused interest among them in the formation of the council.

It happened that some of the committee of 10 were men who had been active in the trade union movement. At least five of the 10 were previously known as "active men."

#### Take What Is Handed to Them

The committee met with the manager of the Schenectady works and with other officials of the company, some of whom had been studying pension plans for some time. The officials supplied the committee with existing plans.<sup>13</sup> This is significant—because the members did not, of course, have the time or money to go about intelligently investigating the workings of different plans in operation. They were forced to consider what was handed to them. But in October, 1924, the

Once and once only a councilman in the G. E. Company plan raised a mild question in reference to wages. Then the manager asked that he make known his identity. This he was afraid to do, and the wage question passed into the limbo of forgotten things. This is the high point in Miss Meyer's incisive account of the workings of the company union plan. "More often than not the whole thing is taken as a joke," she asserts, by men struggling for the fundamentals of democracy. This thesis is of deep import to both labor unions, and to the management of the General Electric Company.

committee of 10 submitted to the council a report recommending the adoption of a plan which provided for deduction from each employee's pay of 10 cents per week to be paid out as supplementary compensation in case of disability and old age retirement. The report stated that the plan should be compulsory and no refunds should be granted.<sup>14</sup>

The manager opposed the compulsory feature immediately and nothing definite was decided, one way or the other. The committee continued to meet, however, with the assistant to the manager in order to arrive at something which would be agreeable to both sides.<sup>15</sup>

Employees who had hoped for some definite action were becoming restless and at the April meeting in 1925 one of the older councilmen presented a petition from 200 men located in three different buildings. The petition requested that some definite action be taken on the pension plan. Others reported that the employees in their departments were only lukewarm about the proposition and others were said to have "turned down the 10 cent plan cold."<sup>16</sup>

At subsequent meetings the question was again raised for discussion and the 10 cent plan was again talked up by the committee. The manager maintained that it must be approved by a vote of the employees. He also felt that it would afford insufficient working capital.

By the next month the committee had drafted a preliminary plan called the Contributory Pension Relief and Loan Plan. This provided that 50 cents per month for each employee should be deducted from the pay roll—that the interest from this fund should be distributed semi-annually to pensioners as recommended by the welfare department of the company and approved by the trustees, nine of whom were to be elected by the employees and four appointed by the management. Loans were to be made for periods of unemployment, sickness, death in the family and other "emergencies." Repayments of

loans were to be made by deductions from weekly earnings of not less than 5 per cent.<sup>17</sup> Here was a plan which provided the pension feature desired by the older men but which at the same time contained provision for loans during periods of unemployment and for such emergencies as might arise. This should interest the younger men as well as the old ones.

#### Mr. Swope Suggests

No definite action was taken by the council, however, until after Mr. Swope, president of the company, had been consulted by the chairman of the committee of 10 who was elected to speak for the council. Mr. Swope stated that the company would be willing to contribute to the fund on a dollar for dollar basis—the company's contribution equaling that of the employees. He felt, however, that at least 75 per cent of the employees should join before the plan be put in operation. Mr. Swope objected to the fact that the plan as formulated did not represent the employees and the management equally.

In March, 1926, the plan was ready for discussion in the council. It was explained by one of the councilmen who read the plan that the word "relief" was a more diplomatic term than "supplementary pension" and covered the pension idea at the same time.<sup>18</sup> After some discussion Mr. Eveleth stated that a pension plan would entail assessments which would be too high to be practicable. It was then voted to drop the pension plan and proceed with the relief and loan plan which had been presented at that meeting.<sup>19</sup>

So in May the relief and loan plan, revised by suggestions of Mr. Swope and several members of the committee of 10, was finally presented to the council. It provided for individual contributions of 50 cents per month; 45 cents to be put in the savings fund, deposited to the credit of the employees and used for loans; 5 cents out of the 50 cents to be set aside for donations for those needy cases who were retired on pension or for disability relief.<sup>20</sup> The company agreed to contribute an amount equal to that contributed by the employees and because of Mr. Swope's enthusiasm over unemployment relief the plan was finally passed without the previously specified 75 per cent approval.

#### Protest Made

A letter which was sent to the committee of 10, however, might indicate that not everyone was satisfied with the turn the development of pension relief had taken:

"To the committee of 10 on old age pension fund:

"About 18 months ago, a committee was appointed to formulate plans for a supplementary pension fund.

"A large field was canvassed, and different plans looked into in various industrial plants and the rank and file of the employees of the General Electric works were looking forward to something good. What have we been offered?

"Instead of a supplementary pension fund the original idea has been twisted and contorted out of shape, and instead a plan for a loan association presented for approval. We were looking for something good and we received a lemon.

"True, many habitual borrowers are elated

<sup>11</sup> Minutes of the Works Council meetings.

<sup>12</sup> Minutes of the Works Council meetings.

<sup>13</sup> Ibid.

<sup>14</sup> Schenectady Works News, June 18, 1926, page 6.

<sup>15</sup> Minutes of the Works Council meetings.

<sup>16</sup> Conversation with a member of the committee.

<sup>17</sup> Minutes of the Works Council meetings.

<sup>18</sup> Ibid and also minutes of the Works Council meetings. The plan then in existence permitted retirement at the age of 70 for men and 60 for women at the rate of 1½% of the average yearly wage for ten years prior to retirement time or the number of years employed. The hiring age limit was 45.

<sup>19</sup> See Section 3.

<sup>20</sup> Schenectady Works News, September 19, 1924, page 5. Conversation with a Councilman.





AERIAL VIEW OF THE GENERAL ELECTRIC PLANT AT SCHENECTADY. HERE IS ENACTED THAT NOBLE EXPERIMENT, THE WORKS COUNCIL, WHICH NEITHER COUNSELS NOR WORKS.

over the prospects of borrowing money without interest, yet that is not what the original idea was.

"What we want is a pension fund from which a sum of six, eight or ten dollars will be paid an employee after having been retired on old age pension or on a disability claim, loans to receive second consideration.

"Further, we do not approve of any of the pensioned employees being forced to make application for relief and have a committee of the Industrial Service Department look into their case, as that would practically force them to declare themselves paupers.

"Truly, after an employee has given 20 or more years of service he should be looked after in his old age and receive a stipulated amount of money each week without the red tape of going to a committee and asking for it.

"A pensioned employee may have his own home yet he cannot eat that, therefore a little money will help him pay for the upkeep of his property, insurance and taxes, and also the premium of his or her supplementary group life insurance.

"Get back to the original idea, and give us a supplementary pension fund and name a certain sum to be paid monthly or weekly to the pensioned employees, and make their declining years worth living."<sup>21</sup>

The plan enables a member to borrow an amount not exceeding \$20 per week, or a member earning less than half his week's wage for a period of four weeks may be loaned, upon approval of the trustees, an amount which would not exceed the difference between his earnings and \$20 per week. Loans may also be made for any cases which the trustees consider to be "emergencies." All loans are made without interest and the total amount to an individual must not exceed \$200.

<sup>21</sup> This letter was given to me by a member of the Committee of Ten.

This certainly is said to have been the outstanding accomplishment of the council. But, actually, whose accomplishment was it? Neither the committee nor the active four or five individuals on the committee could go ahead with anything which was not in line with the policies of the General Electric Company. It was impossible at that time to provide the employees with what a great many seemed actively concerned about getting.

#### Trade Union Recognition

Several of the councilmen most active in the preparation of the plan are under the impression that "it is a step in the right direction" so far as unemployment is concerned, though they know that there is no element of prevention involved. Perhaps it is. Perhaps with the present plan as a foundation something more adequate may develop. To quote Mr. Swope: "I do not know of a more grievous problem of modern industry, or of one we fail more signally in solving, than the question of unemployment. The idea that men who are able, honest and willing to work should find it difficult, even when the community needs their services, to perform that service is one of the most tragic and one of the most severe indictments of our modern civilization. We have done little in its solution."<sup>22</sup> But I am wondering just what Mr. Swope's reaction to the solution of the unemployment problem would be if the solution could be carried out, let us say, through some method which required trade union recognition.<sup>23</sup>

<sup>22</sup> Gerard Swope, president, General Electric Company, in an article in "World's Work" on "What Big Business Owes the Public."

<sup>23</sup> It should be noted that since this investigation was completed (September, 1927) a contributory pension plan has been adopted. This plan went into effect July 1, 1928. "All employees who have had more than five years' service and who are less than 45 years of age

What else can we find in our study of the activities of the council which may be directly attributed to the initiative of the council members?

We find that due to the suggestion of a councilman a permanent hospital visiting committee is established. The committee is composed of three councilmen who go to Ellis Hospital every Thursday afternoon, secure the names of all General Electric employees who happen to be there and, known or unknown to the committee, these employees are visited and cheered along the road to recovery! The committee is reported to visit an average of 15 employees per week. It is said to render very valuable service—it informs the management if the service at the hospital is not satisfactory and the situation is immediately taken up with the proper authority.<sup>24</sup> Places to smoke

(Continued on page 218)

are eligible to the Plan which has been made a condition of employment. Employees with less than five years' service or employees over 45 years of age have the privilege of joining. All employees who have had five years of service and whose rate of pay is under a certain definite amount receive a bonus of 5 per cent of their yearly earnings. It is proposed to take 1½ units of this bonus and deposit it into a pension trust. The fund so collected will be invested to the best advantage and the amount earned will be credited to each contributor. If an employee leaves the Company he receives the gross amount turned in plus whatever interest has been earned during the period. In case of death his estate receives the money. If the employee lives, he has the option of retiring at 65 years of age instead of 70 as on the present plan and at the time of retirement receives not only the monthly pension payments but a certain fixed amount out of the sum which has been accumulated to his credit." Quoted from a letter to the writer from the Director of Industrial Relations, July 14, 1928.

<sup>24</sup> Schenectady Works News, November 5, 1926, page 22, and conversation with a Councilman.



# President Green Defines Attitude on Machines

By WILLIAM GREEN

SCIENCE and invention have demonstrated the fact that very little, if anything, material or serviceable in human life remains static. Fluidity, adjustment and readjustment characterize the movement of civilization from one peak of achievement in human progress to a higher and still higher point. There is a constant shifting in usages and customs as science and invention perfect newer and more attractive methods which make for human and social comfort and convenience. Processes and mechanisms which seem to be comparatively new are rendered obsolete through subsequent discoveries, improvements and inventions. Styles and customs change standards of living and modes to transportation and communication change. Instead of clinging tenaciously to that which is old and tried we seek to find that which is new and better adapted to our times.

The changes which have taken place in industry and industrial processes have been so rapid and startling as to challenge our imagination. We cannot adequately appreciate the fact that we of this generation have been associated with an industrial revolution. We become conscious of this fact only when we make comparison of the past with the present, comparing the age of steam with the age of electricity and the needs of primitive existence with the needs of modern life and its minimum requirements.

The introduction of machinery into industry has produced a profound effect upon our economic and social life. It has served to reduce production costs and simultaneously to increase the productivity of working men and women. It has brought about mass production, standardization in output and specialization as a substitute for individual skill and training. Human drudgery has been relieved, social well-being has been advanced. Knowledge has been more widely disseminated. Wider opportunities for the enjoyment of leisure and recreation have been created. Great stimulation has been given to research and study and the requirements of mechanical invention and the standards of human life and living have been brought to a higher level. Spiritual values have been enhanced in correspondence to the enhancement of material values.

## Machines Not Opposed

Working men and women represented by the American Federation of Labor possess a full sense of appreciation of all the benefits and blessings which have come to the human race through the mechanization of industry. In the early stages of machine introduction and expansion many workers viewed with apprehension the effect which machinery would have upon their opportunities to secure and maintain steady employment. Job security is a matter of grave concern to every wage earner and his family. Life, living, happiness and home depend upon it. Feelings of personal interest led to sporadic opposition, in some localities, to the introduction of machinery. However, the American Federation of Labor never assumed such an attitude. The great mass of working people has come to understand that machinery in industry represents a logical development in human progress and that its further introduction and use is essential to industrial success and to the establishment and maintenance of industrial supremacy.

Because there seems to be a distorted idea prevailing in the minds of some regarding the attitude of the American Federation of Labor with reference to the use of machinery

**This address of the President of the American Federation of Labor before the Bond Club of New York City is likely to go down in history as marking the end of one and the beginning of a new epoch. Clear, forthright, it points the way for labor to seek its share in the wealth and culture created by machine production.**

in industry, its officers and representatives have, on numerous occasions, stated that the American labor movement welcomes the installation and extension of the use of machinery in industry. American working men and women have adjusted themselves to this phase of industrial development and are adjusting themselves to the changes which have taken place as machinery has been substituted for hand labor and hand service. In fact, it is this human element in industry which has contributed very greatly to the success of the wide-spread use of industrial machinery.

As compared with the labor movements in many other countries, the American Federation of Labor has taken a most advanced position in its acceptance of this great industrial change which has come upon us. Although the organized labor movements of some of these countries, to which I have referred, have set themselves in opposition to the introduction and use of mechanical processes in industry, because of the wide-spread unemployment which ensued, the American labor movement has accepted it, has adjusted itself to it and will be found co-operating with management in the extended and efficient use of mechanical technique and mechanical improvement.

Machine production, both in quantity and quality, has been made possible very largely

through the efficiency and skill of the workers who operate the machines. From the economic point of view, however, working people insist that they shall share equitably in the benefits which accrue from the introduction and use of machinery. These benefits may be classified as higher wages and enlarged opportunities for the enjoyment of leisure and recreation.

## Labor Should Share in Benefits

The American Federation of Labor insists that it would be highly unfair and unjust for owners and management to appropriate to themselves all the benefits which come through the use of machinery and power.

Obviously, the efficiency and productivity of working people are increased through the enlarged and extended use of machinery. Common justice demands that the wages of the workers shall increase in accordance with their increasing power of production. In a corresponding way the hours of labor can be reduced so that the great mass of working people may enjoy higher wages, short work-days and shorter work weeks through the introduction and installation of machinery and power.

Turning briefly to a consideration of serious social and economic problems which have grown out of the introduction of machinery and power, we find first and chief among them all the problems of machine displacement. Persons who have served years of apprenticeship and additional years as skilled, trained workers have found the skill and training which they acquired rendered valueless and ineffective. Furthermore, through machine displacement they have been forced into unemployment and to seek new opportunities for service in newer industries where their acquired skill and training are of no value whatsoever. Actors, musicians, artists, telegraph operators, in addition to other skilled workers, have been displaced through the introduction of machinery.

For instance, a power-operated machine used in the manufacture of men's clothing, operated by not more than two persons, displaces 200 skilled clothing cutters.

Up to this time more than 3,000 musicians have been displaced through the introduction of movie-tone and mechanical music. Human displacement of the kind and character enumerated is going on constantly as new machines are installed and others already in operation are improved and made more efficient.

How is society going to meet the serious situation which will ultimately be created through the continuation of machine displacement? We are justified in believing that there will be a further expansion of the use of machinery and power and that it is quite impossible for us to appraise the extent to which machinery will be used in mass production and in industry generally. Thus far those who have been displaced through the introduction of machinery have secured employment in the newer industries which have grown up during the last two decades. This process will no doubt continue until we reach the limit of industrial absorption. Assuming that a point will be reached eventually, what preparation, if any, shall we make in order to deal with the problem of technological unemployment in a scientific, humane and just way? How can we help skilled and unskilled workers during the period of transition which they are bound to meet when



WILLIAM GREEN

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# March of Iron Men Toward Deep Wage Cuts

THE most significant development of the month in the realm of machine production occurred in the commercial telegraph field. About 100 Morse telegraphers, members of the union, employed by Logan and Bryan, international wheat brokers, struck in retaliation for refusal of the firm to allow printer machines to be unionized. (Editor's note: Printer machines are automatic transmitters and receiving sets, in appearance like electrified typewriters.) The firm wished to replace Morse telegraphers who, because of their recognized skill, were receiving from \$70 to \$85 a week, with newly-trained operators who were to receive \$47.50 a week. This meant either deep wage cuts for Morse operators, or their elimination.

The dramatic struggle of men for their jobs, the slow but persistent attrition wrought by machinery, the hard-boiled attitude of owners of machines were never more strikingly revealed than in this strike. The unionists' strategy was superb. They made it clear that they were not striking against machines but for the right to operate them. The company showed only polite interest in the human side of the tragic struggle, as the following statements indicate:

Frank B. Powers, president of the Commercial Telegraphers' Union:

"Please make it clear that we are not striking against machines. We are asking that, as in other trades, we be allowed to operate new devices. Otherwise, we who have spent our lives in telegraphy—and remember the brokers' men are the best telegraphers in the world—are through. Our livelihood is gone."

E. Vail Stebbins, of the firm of Logan and Bryan:

"We are going ahead equipping all our lines with machines, and we will use printer operators and not Morse operators on them. I feel sorry for the men, but when there's a conflict of interests—well, there's a conflict."

That efficiency was not the objective of the very wealthy firm of Logan and Bryan, but a trifling saving, is proved by the Commercial Telegraphers' Journal for March appears the record of a contest between Morse and printer operators. This is important:

"The first authorized and supervised test between the Morse and Simplex printer, held on Logan and Bryan wires, between New York and Chicago, has demonstrated beyond any doubt that the Simplex will not produce 50 per cent more business than a Morse wire. Further than that, the test has proved that the Morse can produce more business than the Simplex."

"The C. T. U. of N. A. has always claimed that the printer, in its present form of development, from the standpoint of speed, accuracy or economy, is not adaptable for the handling of brokerage business. So sure were union officials of their ground that a committee headed by International President Powers proposed to the firm of Logan and Bryan that a test be made under normal working conditions to find out whether the claims of 50 per cent increased production were sound. This test was made for four days, with two Morse operators from the regular operating staff in New York and two in Chicago."

"The printers were manned by the best procurable printer operators in New York and Chicago. The printer operators had had from eight to 12 years experience on various types of printers, and also had been familiarizing themselves with broker work, on the Logan and Bryan printer, for the past two months."

"Brothers Hipsman and Aarons, with Cassell relieving, manned the New York end of the Morse wire, and Brothers Sandmore and Vachet, with Nerad relieving were at Chicago. Printer Operators McAskill and Root worked the New York end of the printer and Proctor and Hasalet at the Chicago end."

"The test was for four days between 10 a. m. and 3 p. m., the same messages being

Average, 219 messages sent per hour; 228 messages received per hour.

"The test proves conclusively that even with the best and most experienced printer operators, as against regular Morse operators making no claim to being the speediest in the business, the Morse remains superior in the matter of speed. With the additional cost of the printer and increased cost of the leased wire for the printer, it follows that the broker obtains no advantage by installing a printer."

Members of the musicians' union staged a parade in New York City to acquaint the public with the fact that automatic reproducing machines in theatres (Vitaphone and Movietone) were throwing members out of work.

According to the New York Times the talkies have arrived in France creating an unemployment problem. French unions have met the crisis by winning a bonus for their work:

"Displacement of orchestras in theatres where talking films are being shown is producing a problem which is causing some concern to musicians in France as well as in the United States. Following the dismissal of the orchestras of two cinema houses in Paris after the installation of tone reproduction apparatuses, the executive committee of the French musicians' union held a special meeting to consider the matter."

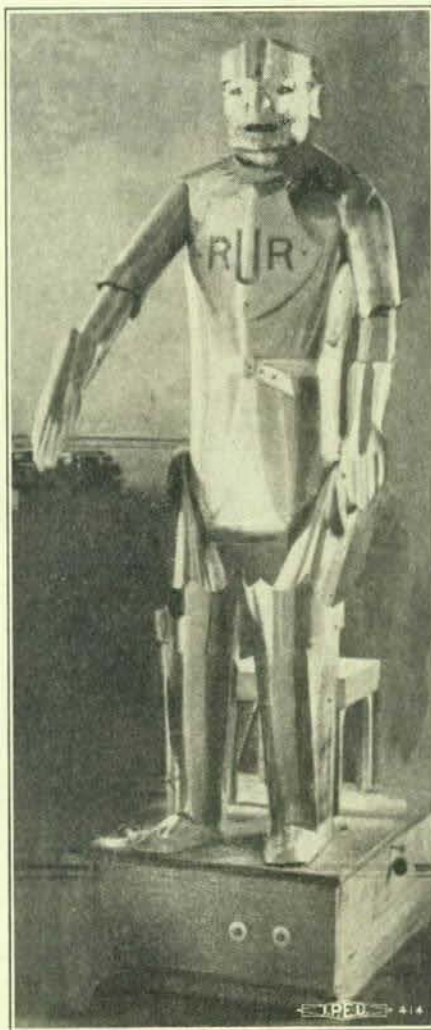
"As reported in the Paris papers and summarized by the Geneva Bureau of the International Labor Organization of the League of Nations, the executive committee weighed the advisability of prohibiting union men from taking part in the production or showing of sound pictures, and of demanding the placing of a ban on the importation of talking films. It was decided, however, to do nothing drastic until after consulting Leon Gaumont, the French inventor, who is the principal exploiter of the talking picture in France."

"As the result of negotiations with M. Gaumont, an agreement has been effected under which certain percentages are to be added to the regular wages of the musicians, along the lines of the arrangements for phonographic reproduction and radio broadcasting. At present every broadcasting firm has to pay a certain sum into the union's benefit fund for every performance."

"Reports from New York, telling of great unemployment there among musicians and the return to France of many jobless players added force to the arguments of the committee members in favor of working for some legal provisions safeguarding the rights of performers in connection with the reproduction of musical numbers of all kinds."

"In an interview M. Gaumont said that for reasons of humanity as well as of justice the invention of the talking film must not be allowed to injure human beings or to be the cause of distress to families. He said it would not be opportune for musicians to oppose the application of this invention, since such action might disappoint the public, which had a right to benefit by it. M. Gaumont believes that the general introduction of the sound film will at first result in much unemployment among musicians and eventually will bring about a rigorous selection tending gradually to 'eliminate all musicians who are not artists of real merit.'"

Financial papers report that manufacturers of automatic machinery increased their profits 15 per cent in 1928 over 1927—\$15,449,331 to \$17,740,227.



IRON WORKMAN

handled on both circuits, so that no claim of picked business could be put forth.

"The average for the four days was:

	Sent	Received
Morse	225 per hour	231 per hour
Printer	219 per hour	228 per hour

"The results of the test, time lost account of wire trouble being deducted, are as follows:

Morse		
	Sent Time	Rec'd. Time
First day	988 4:50	973 4:44 1-
Second day	1035 4:44	1014 4:58
Third day	1148 5:00	1236 5:00
Fourth day	1158 4:37	1282 4:46

Average, 225 messages sent per hour; 231 messages received per hour.

Printer		
	Sent Time	Rec'd. Time
First day	988 4:44 1-	973 4:40 1-
Second day	1035 5:00	1014 5:00
Third day	1148 5:00	1236 5:00
Fourth day	1158 5:00	1282 5:00



# Railroads Dig In to Stabilize Systems—A New Era

**T**HERE is a new crisis in the railroads of the nation. This is plain. All the elements in this critical situation are not clear, but in the main these are the constituents in the new railroad drama.

First, the private automobile has hurt railroad passenger business.

Second, the numerous bus lines have hurt railroad passenger business.

Third, trucks have hurt railroad freight business.

Fourth, the rise of the vertical trust—the trust that controls from the source of raw material to finished product—which owns its own barge and railroad lines, has hurt the railroad business.

Fifth, the aeroplane threatens the railroad business.

Sixth, the railroads are moving toward a day of conservative financing, marked by low dividends, and modest profits and tight money.

Seventh, the arrival of a new period of consolidation is at hand, as marked by recommendations for four regional systems now before the Interstate Commerce Commission.

Economists for years have been saying that public utilities tend to drift into public ownership, when the chance for speculation wanes. Speculation has all but disappeared from the railroad business. The common carriers are nearer to the ideal of public utilities, with emphasis on "public," than at any time in history. But America has been very slow about embarking on experiments in public ownership. The new era of railroading now approaching may, however, become the final step to public ownership; let no one grow anxious, though, for when the day for public ownership arrives, there will be no fireworks, no hot controversies, no bitterness, no bickerings. The railroads will pass into the guardianship of Uncle Sam as serenely as Bryant's man in Thanatopsis:

"Approach . . .  
As one who wraps the draperies of his couch  
About him and lies down to pleasant dreams."

It is said that President Hoover is desirous of seeing the voluntary regional consolidation of the railroads take place during his administration.

## Outlook Gloomy

It is possible that spokesmen for the railroads are now discussing their ills in public in order to "prepare" public opinion for the proposed railroad mergers. Late in March, John J. Cornwell, general counsel for the Baltimore and Ohio, spoke at Bridgeport. At that time he said some rather incisive things—things which labor unionists as well as bankers will want to hear.

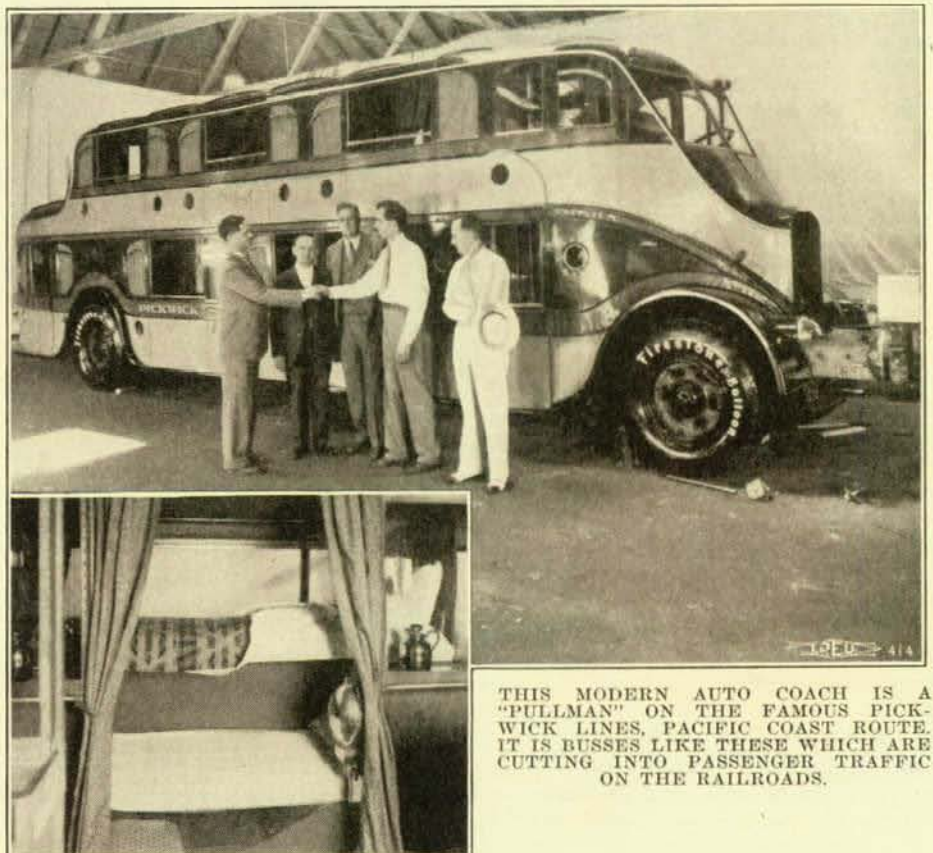
"The railroads will, I think, in all frankness, but in all earnestness," said Mr. Cornwell, "have a hard struggle even to approach earning a fair return in the future. First, economies and efficiencies have been responsible for the better net with reduced gross earnings during the last year or two.

"Wages continue to increase, shopmen having recently been awarded an increase, adding hundreds of millions to the railroad payroll. Taxes continue to increase at an alarming rate. Freight rates still tend downward, reductions being forced frequently by economic and industrial developments with frequent downward adjustments by the Interstate Commerce Commission and by State Commissions.

"Added to these handicaps are competitive factors of increasing importance. The priv-

**What the railroads do, what policies they employ, what economic forces buffet them is of interest to more than a million organized workers. There is little doubt that changes—for good or evil—are revealing themselves in the railroad systems of the nation.**

ate automobile, the motor bus, and the airplane already have played havoc with passenger revenues. These revenues fell off 6 per cent last year, compared with 1927, and more than 30 per cent below that of 1920.



THIS MODERN AUTO COACH IS A "PULLMAN" ON THE FAMOUS PICKWICK LINES, PACIFIC COAST ROUTE. IT IS BUSES LIKE THESE WHICH ARE CUTTING INTO PASSENGER TRAFFIC ON THE RAILROADS.

While a large part of the public prefer the new mode of travel, it will not permit the carriers to deplete their passenger service in proportion to their loss of passenger revenue."

It should be said, in rebuttal, to this dismal picture of Mr. Cornwell, that Dr. Julius H. Parmelee, director of the Bureau of Railway Economics, a research organization run by the railroads, has recently predicted records in railway incomes for 1929. Mr. Parmelee states that railroads will increase their incomes \$50,000,000 to \$75,000,000 in 1929. Just why Mr. Cornwell sounds so gloomy, and Mr. Parmelee sounds so happy, is not clear unless it is that Mr. Cornwell is taking a long view, and Mr. Parmelee is taking a short. Or Mr. Cornwell is talking to America in general, and Mr. Parmelee to investors.

## Mergers Proposed

The Baltimore and Ohio and the Ches-

apeake and Ohio are taking the initiative in asking for merger rights. They have petitioned the Interstate Commerce Commission for the right to purchase certain minor roads as links in their greater system. It is likely that the New York Central and the Pennsylvania will follow suit. This would mean four systems dominating the industrial east.

There is little doubt that this point of view will appear as just to every thoughtful person. Yet it must be remembered that the railroads have profited in the past by gifts of government lands. Common carriers have a way of profiting from the community. On the other hand this does not lessen the need of bus regulation.

There is before Congress at present the Fess-Parker Bill permitting rail consolidation. Congressman George Huddleston told

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# Turning the Clock Back in the Key Industries

*Based on Original Documents Prepared and Issued by the American Plan-Open Shop-Conference, an Organization of Anti-Union Firms, Corporations and Employers Operating Throughout the United States*

MUCH has been spoken and written about the efficacy of anti-trust legislation. The restraint-of-trade clauses in the Sherman Anti-Trust and Clayton Acts have been used with effect against organized labor, and there are no instances on record where restraint-of-trade clauses have been invoked as legal protection for trade unions. With changed emphasis in industry, with the new policy of scientific inquiry and empiric method gaining wide acceptance, it would seem that trade unions may be received—as engineers and economists are coming to accept them—as necessary integral parts of industry. The trade union is seen for what it is, a constructive force, a unit competent to make technical contributions to industry. Eloquent witnesses attest to the business force of the union. It is evident that the union is engaged in vital and legitimate functions—which functions if, and when, interrupted would adversely, painfully and at times fatally affect the whole process of production, distribution and consumption. In this sense, the work of the union is touched with public significance.

In view of these indisputable facts, it would seem that any interference with the ongoing life of the union, would be in the nature of restraint of trade. And when that interference takes on the nature of secret, malign and violent interference, it would seem that the courts and public opinion would wish to protect the union against such assaults.

That such a conspiracy against trade unionism exists is too apparent to need emphasis. In the first and second articles in this series we have shown that the American Plan-Open Shop-Conference had definitely resolved to destroy the building trades unions, and that they resolved to work this destruction through the employment of financial and physical force. Bankers are to be mobilized and have been mobilized to withdraw credit from union employers. And armed thugs have been employed to intimidate and eject union workers and leaders from jobs. Full public and legal reaction against such tactics has been dramatically accorded in the recent decision of the Illinois Supreme Court in the decree on the enforcement of the Landis Award. In this now famous case the issue turned on restraint of trade. The legal minds were in revolt, and found odious, the attempts of the open shoppers to destroy the building trades unions.

Inasmuch as these articles demonstrate the extent of

Herewith begins the third of a series of four articles revealing the secret tactics, aims and ideals of the open shop group in America. This series is based on the authentic, intercepted papers of the open shop organization, and as such has historical significance. This is the first time the open shop group has been allowed to explain its anti-social tactics.

this conspiracy of the open shop groups, and the anti-social and unscientific character of their conspiracy, they have made contribution to industrial history. It now remains to show to what lengths the American Plan-Open Shop-Conference is prepared to go in its attempt to interfere with the process of production. Not the building trades alone but the amusement, the transportation, the printing and fuel industries—basic industries all—and industries all touched with public significance, are to be plunged into industrial strife. It is the intention of the open shop group to issue a "national defi," and to force all these industries to eliminate unions.

It should be borne in mind that the following report and excerpts are from authentic, secret papers of the American Plan-Open Shop group. They represent the planned objectives of this anti-social conspiracy. Concerning the theatrical trades:

## Amusements

"No greater despotism in industry in the United States exists equal to that found in amusement circles. It is a national question. It cannot be entirely solved locally.

"The American Plan-Open Shop-Conference must be able eventually to reach the controlling interests in the large metropolitan centers to convince them that their continued servile attitude in accepting the demands of the musicians, stage hands and motion picture operators' union is an insult to respectability—contrary to every principle of good business procedure.

"But inasmuch as those who control amusements in the U. S. seem to be guided largely by the dollar, that aspect must be emphasized when they are approached in the interest of the open shop.

"Through the co-operation of industrial associations, in a collective way, it must eventually be made possible for them to release themselves from the musicians' union and their allies. (Such as is already being done in a few spasmodic, isolated cases.)

"But the defi must come in a national way supported in every community where the evil exists.

"The unions that now control amusements must be made to co-operate in the interest of the industry.

"Intensive thought must be given to this subject by each industrial executive and a plan worked out whereby those in control of amusement centers, who promote and furnish the travelling theatrical groups, will see

(Continued on page 222)



ETHEL LOOKS AT ETHEL. MISS BARRYMORE HAS REACHED THAT WAY STATION ON THE ROAD TO IMMORTALITY KNOWN AS FAME. THIS STATUE OF THE GREAT ACTRESS ADORNS THE NEW BUILDING OF I. MILLER, THE FIFTH AVENUE MERCHANT. SUCH PERSONS AS MISS BARRYMORE ARE DANGEROUS, ACCORDING TO THE OPEN SHOP GROUP. MISS BARRYMORE HAS BEEN VICE PRESIDENT OF THE ACTORS' UNION FOR YEARS.



# New York Justice Orders Fact Finding Before Writ

FOR years organized labor has contended that the writ of injunction was being abused by employers in various complicated ways, but none more injurious than in seeking redress of an alleged abuse without chance for fair trial. In cases innumerable, writs have been sought on flimsy technical grounds. And often writs have been granted to the injury of labor men, without a chance for adequate hearing. In the state of New York, the state federation of labor has sought to introduce a bill, into the legislature, and make it law, providing for "notice and hearing."

"No restraining order or injunction by either party to an industrial dispute shall be made by any court of this state otherwise than upon notice and after hearing; such notice and hearing shall be as provided in the Civil Service Act for the notice and hearings of notices."

Now comes a justice of the New York Supreme Court, Mr. Justice Townley, who orders the finding of facts and dismisses the petition for a preliminary injunction. The case is one of immediate interest to our readers; known as *Faddis v. Wilson*, it involves the employers association in New York City and the members of Local Union Three, International Brotherhood of Electrical Workers. The issue is the five-day week. Scarcely a month ago Mr. Justice Bijur dismissed a petition for a preliminary injunction made by the same parties. In this case, the writ was sought as against the union electrical employers and the union. Defeated in their unfair purpose here the employers association, led by Walter Gordon Merritt, sought another injunction from Mr. Justice Townley.

Mr. Justice Townley's decision is given in full:

By MR. JUSTICE TOWNLEY

*Faddis vs. Wilson*—this is a motion for preliminary injunction upon the complaint and supporting affidavits. Plaintiff is an association of contractors engaged in the building trades in the city of New York. The defendant is a labor union comprising in its membership those members of the International Brotherhood of Electrical Workers who are engaged in electrical trades in New York and surrounding territory. The complaint alleges and the affidavits show that members of defendant union have refused to work for certain members of plaintiff association unless they be granted a five-day week at the same pay they have been receiving for a five and one-half day week. It is further claimed that defendant's members have refused to install certain fixtures not having union labels and have caused members of its affiliated union of electrical workers to refuse to work for those who have resisted defendant's demand as to working hours. Plaintiff seeks to enjoin defendant from continuing such strikes upon the ground that such strikes constitute a violation of agreements entered into between the plaintiff and the Building Trades Council, which agreements are claimed to be binding on the defendant because of its affiliations and membership in said Building Trades Council, the plaintiff's complaint alleging that: "On October 18, 1922, the Board of Governors of the Manufacturers' Association, representing the Fixture Manufacturers, the Elevator Manufacturers, and the Electrical Contractors, and the other affiliated trades, and the duly authorized representatives of the Building Trades Council, representing Local No. 3, and the other affiliated trades, agreed upon 12 principles and a memorandum to govern trade agreements between the unions affiliated with said council and the Contractors' Associations represented in said Employers' Association." The plaintiff claims that said agreement of October 18, 1922, provided, among other things: "That there shall be no strikes or lockouts, and that all trade agreements between the associations affiliated with the Employers' Association and the Building Trades Council shall provide that all disputes shall be settled by a Trade Board of Arbitration with an umpire, if necessary; that all trade agreements must contain a pro-

## Mr. Justice Townley's recent decision in the case of *Faddis v. Wilson* is in line with best opinions on the restraint of injunction abuse.

vision that all disputes relative to jurisdiction shall be adjusted by the Joint Arbitration Plan of the New York Building Trades as adopted on July 9, 1903, and amended on April 22, 1905," and also provides: "That there shall be no agreement providing for discrimination against building materials, raw or manufactured," the effect of which last provision, as claimed by plaintiff, prohibits the men working on buildings from refusing to handle or work upon materials on the ground that they are not union made or do not bear the union label. The plaintiff Employers' Association also claims and asserts in paragraph thirteen of its complaint that "In or about October, 1927, said Building Trades Employers' Association and said Building Trades Council entered into an agreement in writing providing that wages and hours of employment in the respective trades should continue without change as theretofore existing up to and including December 31, 1929, and that no change in wages and hours should be made or entered into between any of said persons, firms, corporations or associations represented by said Employers' Association on the one hand and the said council on the other hand, to take effect prior to January 1, 1930, and said agreement was and is binding upon Local No. 3, the Fixture Manufacturers, the Elevator Contractors' Association and the Electrical Contractors' Association."

The granting of this temporary injunction would in substance anticipate the injunctive relief sought in this action, and under established rules should be granted only in a case where the plaintiff shows a clear legal right to the relief sought. In this state it is well settled law that workmen may organize for purposes deemed beneficial to themselves, and in their organized capacity may determine that their members shall not work with non-members or upon specified work or kind of work, and that if such determination is reached in good faith for the purpose of bettering the condition of the members of the association and not through malice or otherwise to injure an employer, the fact that such action may result in incidental injury to the employer is no reason for issuing an injunction against enforcing such action where no force, fraud, threat or defamation is used and no existing, binding and valid contract between employer and employee is interfered with (*Bossett v. Dhuy*, 221 N. Y., 342, 1917). Strikes in violation of valid and binding agreements are unlawful and may be enjoined (*Schlesinger v. Quinto*, 201 A. D., 487; *Grassi Cont. Co. v. Bennett*, 174 A. D., 244; *Goldman*

*v. Cohen*, 227 S., 311, App. Div., 1st Dept., March, 1928). Plaintiff having asserted that the defendant Local Union No. 3 has caused strikes and taken certain other actions in violation of these two claimed agreements, has the burden of satisfying the court in order to secure a preliminary injunction that the alleged agreements are valid contracts and are effective and binding upon the defendant Local Union No. 3. The defendant in its opposing affidavits denies that it ever entered into these two agreements and insists that the said Building Trades Council, claimed by the plaintiff to be a party to such agreements, was not its agent and had no authority to act for or bind the defendant Local Union No. 3. The very basis of the plaintiff's cause of action rests upon the satisfactory establishment of its assertion that these two alleged contracts of October, 1922, and October, 1927, were made by a duly authorized representative or agent of Local Union No. 3, and that the provisions thereof are valid and binding obligations of and upon the said defendant Local Union No. 3. After a very careful examination of the voluminous papers and conflicting affidavits presented upon this motion I have concluded that this vital and fundamental fact has not been clearly and definitely established, and that the determination of this fact should await the more adequate and orderly procedure on trial. The determination of these questions involves determining many questions of fact where the affidavits furnish nothing but assertion on one side and denial upon the other. The writings upon which the plaintiff relies are not contracts in form, and defendant claims they are mere memoranda or declarations of principles, never understood or accepted as contracts. The existence and authority of the Building Trades Council likewise is challenged in that it is claimed at the time that these contracts are claimed to have been made its charter had been revoked by the American Federation of Labor, and this alleged fact and its legal results cannot be satisfactorily determined upon these papers. These are but a few of the many questions presented by these papers that serve to illustrate that it is not possible, with any certainty in the correctness of the conclusion, to decide this matter upon the conflicting affidavits now presented. Motion for preliminary injunction is denied, with \$10 costs. Settle order on notice.

The worst of errors is to believe that any one religion has the monopoly of goodness. For every man, that religion is good which makes him gentle, upright and kind. But to govern mankind is a difficult task. The ideal is very high and the earth is very low. Outside the sterile province of philosophy, what we meet at every step is unreason, folly and passion. The wise men of antiquity succeeded in winning to themselves some little authority only by impostures, which gave them a hold upon the imagination, in their lack of physical force.—*Ernest Renan*.

## BOULDER DAM MAY BE STARTED NEXT YEAR—HOW TO SECURE JOBS

The International Office has received a communication from Francis I. Jones, Director General, U. S. Employment Service, of immediate interest to electrical workers and to the general public. This communication sets the possible date for the assembling of a working force for Boulder Dam construction as in 1930. Mr. Jones also warns against the use of private employment agencies. Already some sinister private agencies have been "collecting" fees on the strength of work on the Dam.

"From the many letters coming to the United States Employment Service, making application for employment on the proposed Boulder Dam, it appears that a general impression prevails that construction work will begin at once on the proposed dam.

"The public is advised that the Boulder Canyon Project Act will not become effective until the Colorado River Pact men-

tioned therein shall have been ratified by at least six of the seven basin states concerned. Reliable information has come to me that it is not likely that a force of any considerable size will be assembled before the expiration of at least a year or more. Those seeking employment on the Boulder Dam project are advised that it is unnecessary to make application for employment to private employment agencies that are now advertising that they are prepared to furnish information concerning Boulder Dam. Do not waste your money by sending it to private employment agencies, for information in connection with the Boulder Dam project.

"The work will be under the direction of the Reclamation Service, Department of the Interior, Washington, D. C., which will gladly furnish all information concerning opportunities for employment."



# A Worker Looks at Einstein—And Sees Through Him

By V. A. SCHOENBERG, Chief Engineer, WCFL

FROM the meagre reports which are available at this time on Prof. Einstein's Theory, the following is a layman's conception of what it is all about without going into mathematical calculations.

It is a known fact by practically all physicists and engineers of today that all matter and gases possess electrons. Every atom of matter is charged with minute particles of negative electricity which are called by that name. Science also holds that all atoms of substance that go into the composition of the earth are loaded with electrons. When an electron is detached from the atom of matter with which it has been associated, it shows none of the properties of ordinary matter. It does not react chemically with other electrons to produce some new substance. And all electrons are similar, no matter from what type of atom they have been extracted.

All electrons are of the same kind, or of the same polarity, and each of them is the smallest possible quantity of negative electricity.

The structure of the atom itself, regardless of what it may be, is always electrically positive. In the normal atom there are just enough electrons to neutralize the positive charge of the atom itself. The normal atom acts like an uncharged body; not because it has no electrical charge associated with it, but because it has just as much negative charge as it has positive charge.

## Essential Balance Destroyed

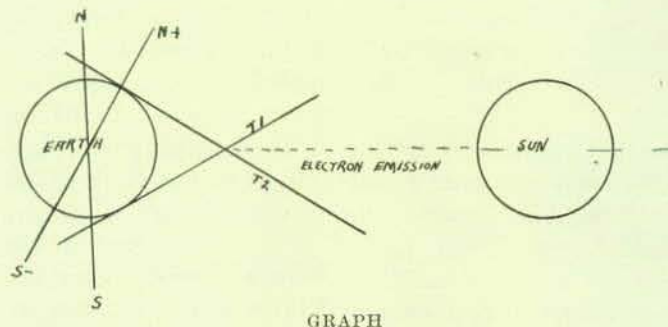
If one electron is removed from the atom by some means or other the balance is destroyed; that is, an excess of positive charge exists in the atom, and the atom is positively charged—the electron which has been removed from the atom constituting a negative charge. A positively charged body, therefore, is one which has been deprived of some of its normal number of electrons. A negatively charged body is one which has acquired more than its normal number of electrons.

Thus, if a piece of sealing wax is rubbed with dry flannel the wax becomes negatively charged and the flannel becomes positively charged. The friction between the wax and the flannel must have rubbed some of the electrons off from the flannel molecules and left them on the wax.

If a light substance such as a pith-ball is touched to a charged body it becomes charged with electricity of the same polarity as that on the body itself. As like charges repel one another, the pith ball will be repelled from the charged body. By experiment it will be found that the repulsive force between the pith ball and the original charge exists at a considerable distance between the two. It is obvious then that the space surrounding a charged body is under some kind of strain which enables it to act upon a charged body with a force either attractive or repulsive, according to the relative polarities of the two charges. This space is what constitutes an electric field, sometimes called an electrostatic field. Thus, an electron in motion constitutes an electric current. Then, as all matter constituting the earth is electrically charged, the space surrounding the earth constitutes an electric field.

Einstein and eleven other men are supposed to know what Einstein means. Here is the version of a union electrical worker—snatched out of technical jargon—which makes Einstein look as simple as bridge whist.

The air surrounding the earth is composed of five constituents; nitrogen, oxygen, argon, water (as a vapor), and carbon dioxide, each possessing electrons. The air's



greatest density is at sea level, gradually diminishing in height until it becomes exceedingly rare.

## Earth's Rotation Explained

The sun's rays possess many electrons and in their approach to the earth, they pass first through the rarified area, then down to the earth's surface. As these rays of light travel at a certain speed there is, therefore, a friction set up in their descent, and, again, as like poles repel and unlike poles attract, it is obvious that the earth's potential would be positive and the sun's emission negative. If this is true, then perhaps the earth's rotation may be solved. If the earth is surrounded by a strong magnetic field, it being of one polarity and the sun's emission of another, then it must act as an armature in a motor revolves. Let's see how this works out graphically. Suppose we draw a circle to represent the earth, and through its center draw a line vertically, marked N. S. and at a point equal to its radius make a point (R) and then draw two lines tangent to the circle as shown, marked T<sup>1</sup> and T<sup>2</sup>, and then draw a line through the center, bisecting the tangent line T<sup>1</sup> where it touches the circle and mark it N+ and S-. Then, at a distance, draw another circle to represent the sun and a series of dashes to represent the sun's negative emission as shown. On examination we will be surprised to find that the line N+ and S- are in an angular position to equal the true north and south poles, also indicating the angle of the earth's inclination toward the sun. As explained in the electron theory, like bodies repel and unlike bodies attract, and as the north pole is the strongest positive potential and the sun's emission negative they are attracted. And as the S pole is negative they repel, the position being thus balanced. It will be interesting to know that the angle R T<sup>1</sup> T<sup>2</sup> is the same as that of a prism used to break

up or separate the light rays into various colors or frequencies. It may then be assumed that the point R be called neutral.

## Why Sap Rises in Trees

If these things are true then this may explain why tons of sap rise in the trees each spring and recede each fall. It is known that sap is positive and as the sun's emission is negative they are attracted. When that portion of the earth is in a position to receive its quota of electron emission from the sun, the sap, being of unlike polarity, tends to rise and meet the negative emission from the sun. Again, as in the electron theory, like poles repel and unlike poles attract.

This perhaps explains why the foliage in the tropics and semi-tropics is always green as they are always in a position to receive their necessary quota of electron emission from the sun, therefore keeping the sap up in the trees.

Perhaps Professor Einstein is right about his gravity theory. As in the case of all electrically charged bodies, the greatest field of magnetism would be at the earth's surface, or at a point slightly below; this distance varying due to the earth's contour. Then, a body would be at its greatest weight at this point. Then, as the strength of an electrical field diminishes in all directions, it is obvious that a body removed from the surface of the earth, where the electrical force of attraction is greatest, will diminish in weight as the distance is increased.

Well, if the above description is as interesting to you to think about as it was to me, then Professor Einstein has at least started us to do a little thinking, and has stimulated interest in things heretofore unthought of. Perhaps I am wrong, and perhaps I am right. What are your reactions?

## Build Wax Dummy With Electric Ears

A wax-headed window dummy built to resemble a human body as closely as possible and provided with delicate electric receivers inside its waxen ears, was described at the recent meeting of the American Physical Society, in New York City, by Mr. F. A. Firestone and Mr. D. L. Rich of the University of Michigan, who used this auditory Robot to discover precisely how the sounds from a radio loudspeaker enter the two human ears to be transmuted into the sensation of hearing. Everyone knows that the direction from which a sound comes affects the way in which it is heard. The attitude of tilting the head slightly, which most people take automatically when listening, is probably an instinctive recognition of this fact. Physicists can use theories of sound to calculate what sounds arrive at one point in space, but men have two ears instead of one and the shape of the head and the outer ears cause what might be called "sound eddies" which affect hearing. This is what the Michigan experimenters found with their electric-eared dummy. The intensities of sounds entering the two wax ears from the loudspeaker, corresponding to sounds that would have entered the ears of a living human head of the same shape, were found not to be entirely in accord with previous theoretical calculations.



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**Marching, Face Forward** Signs there are in plenty that organized labor has begun a new march toward old goals. The tents, so to speak, have been struck, the trumpets are blaring, and the boys are on the high-ways again, battling the old foes of ignorance, cruelty, stupidity and individualism.

There is the successful strike under leadership of the textile workers at Elizabethtown, Tenn.—the industrial center which President Hoover chose to dignify during his campaign. A quick, well-managed protest brought higher wages and organization, and did more, it proves that workers of the South—said to be extreme individualists—are susceptible to organization. There is the recent demand of the Brotherhood of Railroad Trainmen and Brotherhood of Locomotive Firemen and Enginemen, in New England, for the six-hour day, motivated by a desire to correct unemployment due to rapid displacement of men by machinery. There is President Green's address in New York, published in this issue, based fundamentally on democratic principles, contending that labor must have a fair share in the wealth and culture created by the new industrial technology. There is the movement launched by the American Federation of Labor to discover how rapidly men above 45 are relegated to the scrap-heap, and to erect some kind of barrier against this form of industrial attrition.

We are seeing organized labor slowly grappling with mechanized industry, mechanized production and management. Those, who are pessimistic about organized labor's response to this new phenomenon, forget that it takes longer for five million men to move, than it does for a few editorial writers in offices. They forget that the extreme mechanization of industry has only just revealed itself, is still in the state of doing so, and that it presents a radically different situation from any hitherto eventuating in industry. We have every confidence in the moral courage, and co-ordinated and collective intelligence of the unions of America in meeting these new problems.

**Opportunity** It is to the pleasure and interest of newspapers and financial writers to pretend that the wild orgy of trading in the stock exchange does not hurt business. But it does hurt business. It strikes at the very dynamic center of business—the construction industry. When call money jumps to 15 and 20 per cent and falls to a stabilized level of eight per cent, and lies there, there is little liquid

capital available at workable rates for such legitimate investments as construction. Returns on building permits in principal cities of the country verify this contention. Construction fell off in January and February, and there is indication that there is little or no recovery in March. The seriousness of this set-up can not be overstressed. Any fool on a cracker barrel knows that the construction industry is the galvanizing center of all trade. Brisk business in building stimulates the steel, lumber, brick, hardware, transportation, banking, merchandizing and labor groups. Without it, business languishes. With it business thrives.

We believe that labor has a duty and opportunity in this situation. The unions as they have demonstrated before, can prove a stabilizing force in the industry. They can set forth on a campaign to end stock orgies. This can be done by informing the community as to just why there is no low-priced money for construction; and by securing a modification of Federal Reserve Banking laws. The Federal Reserve Bank System has proved inadequate to meet the situation. It has made its grandstand play and failed. Now it must be left for a new set-up to curb the anti-social gambling on Wall Street.

The business of building is so important to the community, it is so touched with sentimental, actual and business value, that it should not be allowed to be deterred by speculation.

**Mental Tests, Plutocracy and Labor** There has been growing up in this country a new conception of education based upon mental tests. The idea is that a scientific key to discovering first-rate, second-rate, third-rate minds, and below these morons and imbeciles, has been developed. Some form of mental test has been introduced into every public school. Now with this innovation has grown up an anti-democratic conception of education, which somehow pleasantly dovetails into an economic system, where wealth is inequitably distributed. Since there are such striking differences between men—as revealed by mental tests—those who get to the top are those who deserve to get to the top, due to innate ability. The millionaires are millionaires because they are of finer clay than the wage-earner—more intelligent, more resourceful, more inventive. (This is, of course, the old doctrine of the divine right of kings in modern guise.) There has been even a temptation to go farther and to maintain that children of wage-earners—as revealed by mental tests—are less gifted than children of the well-to-do.

Now this easy, unscientific, and silly conception is being undermined by science itself. After sixteen years of study, Dr. John Monroe, formerly of Carleton College, now of Long Island University, reports that intelligence is dependent upon nourishment. According to the New York Times, Dr. Monroe found a "remarkable and direct relation between intelligence and nourishment."

"I am convinced as a result of my experiments," Dr. Monroe asserted, "that much of the low intelligence among laboring people is due to the fact that for generations they have had poor and insufficient food."

He found that intelligence among students may vary from five to twenty-five points within a few years according to changes of environment.

All this is vital, reasonable and far-reaching. It should



hearten every unionist and every humanitarian and every humanist, who understands the bearing of economics, income, wages upon human life.

It is in part an answer to the anti-democratic conception of education which has been making headway in this country, and which is correlative with the militarist's philosophy that the masses are only fit for cannon fodder.

Feed men properly, and you make them not only strong physically, but intelligent. But this requires adequate income.

**Cost of Unemployment** "Middletown" is a scientific study of an American city. It was made by Robert S. Lynd and Helen Nevell Lynd, in the cold objectivity with which anthropologists study Zulu Islanders. This study ranges in all directions but for the present we are interested in what they found out about men out-of-work. How do the jobless live:

"43 cut in food.

"47 on clothing.

"27 of the wives worked for pay.

"14 of the 60 carrying some form of insurance got behind in payments.

"6 moved to a cheaper home.

"5 of the 20 having telephone had it taken out.

"4 of the 35 who had children in high school took a child from school."

Yes, these 60 families paid—paid bitterly in loss of health, happiness, and self-respect. But the merchants and business men paid, too. They lost customers. They lost accounts. Business was poorer. Prosperity was false.

Do we need any clearer proof of organized labor's traditional contention that prosperity rests on a contented, busy, well-paid working class? If men can't work, if they are not paid adequately, grocers, clothiers, insurance companies, real estate men, public utilities and citizenship soon feel the loss.

**Crowded Professions** One result of the elimination of workers by new mechanized processes in industry, is the crowding of older professions. People have to go somewhere, and youth with its chances for education, tends to gravitate to work that looks respectable, well-paid and reasonably easy. Girls, who formerly were likely to become telephone operators, or secretaries, appear to be crowding the nursing profession. A recent survey made in New York City indicates that 20,000 new nurses were graduated in New York City in 1928, despite the fact that the wage slumped down to about \$1,150 a year. There is a movement on by authorities to limit nursing apprentices. (May we point out that if electrical workers seek to limit the number of their apprentices there is a howl about labor monopoly and restraint of trade.)

This is not all. Dr. Harold F. Clark, Professor of Education, Columbia University, has startled business men and teachers alike, with the announcement that a college education cuts earning power. He points out that college education sends boys and girls into professions that are already overcrowded. If there are 100,000 boys and girls who want to teach, and there are only 90,000 jobs, wages go down, of course.

But where are these lambs going to disport themselves, pray tell? It surely takes fewer men to build houses, run railroad trains, dig coal, hew wood, and raise food than it used to. The pressure on all trades is tremendous. Jobs are getting fewer and fewer.

Honestly we feel sorry for the young folks who want to grow up and lead happy, normal lives, establish homes and raise families. And we feel sorriest for those who have been fed on individualism, who have not yet learned the first lessons of co-operation.

Happy are those who enter the industries where unions thrive, who know the value of co-operation, and who build workers' organizations at the same time as they build their individual careers.

**Are Wage-Earners Fools?** The Wall Street Journal—the grand-aunt of daily newspapers—gleefully announces the demise of labor unionism.

In order to do this it must take to its ample bosom, H. L. Mencken, the American Mercury, and the other uninformed writers on labor subjects. Hard as these are to be swallowed, the old dame perseveres in order to vent her hate upon the workers of the country. Better that tough boy Mencken than the unions.

The Wall Street organ quite frankly admits that machinery, mechanized production and autocratic control of industry have made it harder for unionism to thrive. But its main reason for predicting our demise is "the ease with which the energetic individual is now able to look out for himself (and this) weakens the hold of the union idea upon working men's minds."

Now this is of course, not even a clever misrepresentation. Every disinterested person in the world today—and many have said so—knows that there is less security and less sense of security, in America than in any country in the world. And there is more permanent unemployment. Not only wage-earners, but small salaried persons, and small businesses feel intensely this insecurity. We must look in other directions for the opposition to the union idea.

As for "the weakening hold of the union idea upon working men's minds," we suggest a test. Let the Wall Street Journal select any unorganized industry in America—the steel, the automobile, the electric manufacturing, or telephone—and use its influence with that industry to cut down its barbed wire fences, to discharge its armed guards and spies, and to dissipate the fear of being fired from the minds of its workers; let free, honest and frank discussion after American traditions be allowed without fear and favor, and let the union idea be sincerely debated by Wall Street representatives and labor leaders. Under these conditions, we guarantee that any industry can be organized in six weeks' time.

Wage-earners brought the idea of organization into industry. They have nurtured it. The idea has spread until every economic group has some form of organization save those wage-earners who are quarantined behind iron doors by the employers themselves. In this world of organization, is it likely that wage-earners will give up organization?

From time to time the Wall Street Journal has said hard things about unionists. It has called them crooks, criminals and rebels, but this is the first time it has ever called them fools.





# WOMAN'S WORK



## The Workerless Factory and the Workless Home

By A WORKER'S WIFE

**S**OCIOLOGISTS are worrying about the decline of family life in America. When all the women go out to work in factory, office or store, who will stay home and do the cooking and take care of the children? Or will there be any home, or any children? they ask.

Miss Mary Anderson of the Federal Women's Bureau has shown us rather conclusively that in factory work, at least, women are taking the weary-houred, poorly paid jobs not to get away from the labors of housework but because they must supplement the family income in this way. There are many instances where married women have been forced to seek employment because their husbands could not find jobs. Employers have proved so obliging about furnishing jobs to women workers by laying off the better paid men employees. But others—the trained, better paid workers of office or shop—are all too frequently returning after marriage to their old employment because they find that keeping house in a city apartment is not a full time job.

In our mothers' day, whether she liked it or not, the married woman had to stay in her home. Her services there were actually demanded. There was so much work to do that she was busy from dawn to dusk, a slave to her household duties. It is not merely the rise of independent thought among the women themselves that has changed all this; modern business has had an effect even greater: first, because it was found profitable to employ women workers, and second, because industry and invention found it possible to deliver them from the drudgery of housework.

### Pre-Cooked Foods

It is no longer necessary to spend hours in preparation of food. The variety and range of canned food is really amazing. Canned vegetables are just as satisfactory as fresh ones; sometimes they are cheaper. An entire dinner may be prepared in the time while the potatoes are boiling. Ready-made clothing has done its bit toward woman's emancipation; not long ago practically all women's and children's clothing was made at home. Washing and ironing machines have relieved her of the labor of wash day—and the steam laundry is doing a flourishing business! Remember the day of the old wood range that had to be fed with split wood and watched so carefully? Now we have gas and electric ranges, with heat controls so the cake can't possibly fall, and even with automatic arrangements to turn the heat off or on for you.

Electricity is doing a great deal to make housekeeping easier, with electric refrigerators, percolators, toasters, waffle irons, vacuum cleaners and many other labor saving appliances.

Think of the changes in home decoration, too, the use of tile in floors and walls, the smooth hardwood floors, so easily cleaned; the light draperies, the light furniture, easy

to move around; the convenient built in furniture that doesn't catch dust. Even our rooms are so much smaller, with lower ceilings, than those of our mothers. The big rambling family house is becoming a thing of the past, in cities, at least; we live in smaller homes, apartments, apartment hotels.

Even women's clothing has taken a change for the better; instead of the heavy, hampering clothes and tight corsets of a generation gone we have adopted the short, light silk dress and a minimum of underclothing, which allow us so much freedom of movement.

In a well-equipped home all the housework, including cooking, may easily be done in four or five hours a day. The school and the kindergarten are relieving mothers of the care of their children; so what shall an energetic woman do, become a bridge fiend or hunt a job?

Keeping busy in a useful manner is a challenge to modern woman's intelligence. Going back to the job is not always the most profitable, nor the best solution. Unless she is a highly paid professional worker, the married woman could be more profitably employed in her own home than outside it—though it must be said this is more difficult than formerly. It is really a sign of lazy mentality to go back to an uninteresting job

rather than expend the energy to make for herself a paying job in her home. She may have to learn new trades, but they will be interesting ones. In spite of modern manufacture, the services of cook, seamstress, laundress and home manager have a high economic value.

### Some Jobs An Economic Loss

The woman who finds that housework takes only half, or third of her time may spend her time touring the shops, at the bridge club or the movies, in which case her time is an economic loss; or she may contribute materially to the welfare of her family by working at enjoyable household crafts or hobbies. The home needs the woman—but she must create a job for herself there.

The woman who wants to make her time worth while without seeking employment outside the home, should turn her back on the dinky little apartment and seek a home of her own outside the congested city, where there will be enough space for a garden, and perhaps poultry. All the vegetables a family will need, the summer through, may be raised in a small plot, and this will make an appreciable difference in the cost of food! As a purely personal profit to the gardener, it is very good exercise for retaining a trim figure.

To reduce your food bills still further, you might raise chickens, pigeons, or other small livestock that are not too difficult to care for. Some women find a profitable home hobby in breeding canary birds or Persian cats, which bring a cash profit.

### Modeling Clothes a Good Hobby

Cash is not everything, though; "a penny saved is a penny earned," and you may still save money by making your own clothes, as a class of girls recently demonstrated at a New York fashion show. Material worth \$7 can be made into a dress that would cost \$15—or with clever sewing and original touches, a model worth \$25 or \$35 in the shops. By competent marketing and cookery other savings may be effected. With the new quick drying paints refinishing old furniture is fun—and costs much less than buying new things. Your whole effort should be to make things instead of buy them, and make them so well that they will be nicer than the "boughten" ones. There are so many fascinating textile crafts, too, that add immeasurably to the beauty of a home, such as weaving, block printing and dyeing processes, that home employment can be more enjoyable than any job. Some women make beautiful hooked rugs out of scraps of silk; old silk hose may be dyed interesting colors and cut into strips for weaving—so you see that even the materials will cost you little.

One of the nicest things about home employment is that, if you plan it that way, you may have time for mental development. Set yourself a course in education, with the aid of your local library—study a language, history, economics! Child psychology and interior decoration are two subjects that sug-

## Atlanta Auxiliary Flourishing

More and more, electrical workers and their wives are realizing the desirability of auxiliary organizations to supplement the activities of every local. Atlanta Locals Nos. 613 and 84 are proud of the work their auxiliary is doing, and the success of this group is proving an inspiration to electrical workers' women folks in other cities.

Hereafter letters from auxiliaries will be welcomed to the regular correspondence section, but as these are probably our first official auxiliary letters, we couldn't forego the pleasure of putting them right here in Woman's Work.

### LADIES AUXILIARY 613 AND 84 ATLANTA, GA.

Editor:

Owing to the increased interest shown in auxiliaries from all parts of the country, I am prompted to explain the work we are doing.

No doubt but what we can be of great benefit to the membership of the organization. First, we can create a better social contact among the membership as well as a better spirit of fellowship.

Lots of times our husbands, fathers and brothers neglect the social end of life, for the hurly-burly affairs of business, and by having auxiliaries they can attend our socials, as we plan something monthly for their benefit.

Also, since we of the "weaker sex" are

(Continued on page 217)



# The Ensemble Theme

*reigns from morning till night.*



No longer in monotone, the ensemble now employs gay color contrasts as in this suit with coat of gold stitched transparent velvet and frock of rayon sheer crepe.



Even the formal gown now wears its little coat in approved ensemble fashion.



Typical Jane Regny sports outfit (left)—a roomy coat of rayon and wool fabric, and a new peach-colored frock trimmed with intricate bucking. The Rosalind hat, of peach-pink felt and grosgrain, has no trim in back.

The evening gown with the cocktail jacket removed is a beautiful creation of huge colored rayon lace. The jacket with its youthful scarf neck, is of apricot metal brocade.

FAB PHOTOS—courtesy Rayon Inst.

gest themselves to the woman who wants to make a full time job in her home.

And let me add that the auxiliary of the union offers a wonderful opportunity for inspiring activities—work that will not only give you poise and mental development but will be of benefit to your own family's welfare—work that may reach out and help

your town—state—nation—the world! When you support trade union principles you are supporting your own home, for the trade union, bringing higher wages and shorter hours, is the greatest agency in America for holding the home together in the midst of the forces that would bring its disintegration.

So, unless the most stringent economic

necessity forces you to seek outside employment, try to make for yourself a paying job where you will bring more happiness to yourself, your husband and children—a job that pays big profits, too, though not all in dollars. Let the factory be workerless, so far as you are concerned, and find your work in your home.



# NEWS ITEMS

about the

## Electrical Workers' Family Policy

### PENNY-A-DAY

This Page is Devoted to the Relatives of Electrical Workers, and not to the Electrical Workers Themselves.

\* \* \* \*

Policies are in force in Portland, Maine; Hollywood, California; Vancouver, Canada, and Cristobal, Canal Zone, and "all points between."

**New York State leads** with the number of relatives insured.

**Illinois runs a close second** in total number.

**New York and Pennsylvania tie** in having the largest family, as each has a family of six insured.

Total number of families represented, 275.

\* \* \* \*

The insurance is available **ONLY** to the **relatives** of organized Electrical Workers.

The Electrical Workers themselves have their protection in the Electrical Workers Benefit Association; but some are applying for this also, not realizing that they are not eligible.

---

IF YOU ARE A RELATIVE ARE **YOU** TAKING ADVANTAGE OF THE OPPORTUNITY OFFERED YOU?

Age limits—1 to 50 years

Issued in units of \$250.00.

Limit of insurance for any one person:

Ages 1-5, inclusive—\$250.00.

Ages 6-50, inclusive—\$500.00.

Cost per unit:

If paid annually, \$3.60.

Semi-annually, \$1.80.

Quarterly, 90 cents.

Monthly, 30 cents or "Penny a Day."



(See Reverse Side for Cost and Age Limits,

## APPLICATION FOR INSURANCE

# ELECTRICAL WORKERS' FAMILY POLICY

UNION COOPERATIVE INSURANCE ASSOCIATION,  
Washington, D. C.

I certify that I am the..... of..... a member  
(Give relationship)

of the International Brotherhood of Electrical Workers, Local Union No....., and I hereby apply for.....

units or \$..... life insurance, and will pay \$..... each.....  
for same. (Year, half-year, quarter or month)

I certify that I have no impairment in my health or physical condition, and no deformity, except.....

.....  
(State any exceptions)

Date of Birth..... Occupation..... Race.....  
(Month-Day-Year)

Birthplace..... Sex.....

Beneficiary..... Relationship.....  
(State full name and relationship of person to whom insurance is to be paid at your death)

Address of Beneficiary.....

My name is.....  
(Print your name in full—not initials. If married use own name, such as "Helen Smith" and not husband's name, as "Mrs. James Smith")

My address is.....  
(Street and number—City and State)

Date.....  
(Signature in full)

Fill in this applicatoin and send to the International Brotherhood of Electrical Workers, Washington, D. C., with check or money order for the first year's premium.

(The Union Cooperative Insurance Association reserves the right to reject any applicant for this insurance for any cause whatever and in case of rejection will return to the applicant the full amount of the payment forwarded with this application. The insurance will become effective on date issued by the Union Cooperative Insurance Association at its Home Office in Washington, D. C.)

QUESTIONS ON BACK HEREOF TO BE ANSWERED IF APPLICANT IS A MINOR

(Family Group Policy—Application Copyright, 1928, J. B. Biggs)

Cut Here

Cut Here



## SUPPLEMENTAL QUESTIONS

Additional Information to be Furnished if Applicant is a Minor.

1. Father of Child.	Full Name	Birthplace
2. Mother of Child.	Birth Date	Occupation
3. Premiums will be paid by:	Full Name	Birthplace
	Birth Date	Occupation
	Name	
	Address	

(Signature of Parent or Guardian)

**NOTE: Age limits, 1 to 50 years.**

Issued in units of \$250.00.

Limit of insurance for any one person:

Ages 1-5, inclusive—\$250.00.

Ages 6-50, inclusive—\$500.00.

**Cost per unit:**

If paid annually, \$3.60.

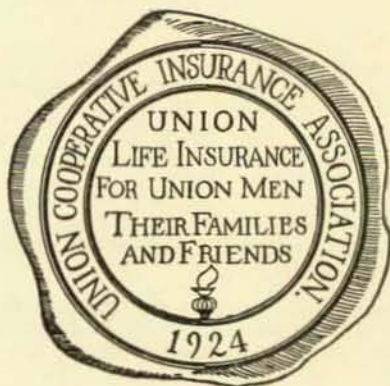
Semi-annually, \$1.80.

Quarterly, 90 cents.

Monthly, 30 cents or "Penny a Day."

Receipts issued for premium payments will show date next payment is due. No additional premium notices will be sent.

Make Checks Payable to  
**INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS**  
 G. M. Bugniazet  
 and Send with Application to the International Brotherhood of  
 Electrical Workers, Washington, D. C.





# Electrical Workers Liberalize Insurance Law

THERE is a liberal group insurance law on the statute books of Massachusetts today. That change was initiated by the electrical workers of the state and was effected in joint activity with the Massachusetts State Federation of Labor. This change makes way for the writing of group insurance on a strictly union basis. Any group of 50 employees, whether of the same employer or not, may now be insured under a group contract. The progress of this liberal bill through the Massachusetts legislature, which becomes a binding statute June 13, this year, is indicative of the team work of the electrical workers' state association in Massachusetts.

The quill with which Governor Frank G. Allen signed the bill on March 14 has found its way to the office of Secretary Bugniazet, there to adorn the walls of the international office. Secretary Bugniazet has had a letter from Martin T. Joyce, secretary-treasurer and legislative agent of the Massachusetts Federation of Labor, paying tribute to his work on this project.

Mr. G. M. Bugniazet, In't. Sec.,  
Machinist Bldg.,  
Ninth St. and Mt. Vernon Pl.,  
Washington, D. C.

Friend Bugs:

Under separate cover I am forwarding to you a draft of the Group Insurance Law with the amendment and the quill which the Governor used when signing the Act.

I am also forwarding the letter I received from the Governor and I wish you to retain the copy of the bill with the quill attached thereto.

It was through your advice that I sought to have the law amended and I am happy to be of service whenever and wherever possible.

Fraternally yours,  
(Sgd.) Martin T. Joyce,  
Sec. Treas. Legislative Agent.

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SBA&OEU  
14965

The Spectator, an insurance periodical, says in part this of the new bill:

"There is not much left now of the group life insurance law of Massachusetts as it was originally intended. The latest successful attempt which the labor interests have made is in having removed the one restriction which was the essence of group insurance, viz.: the confining of the coverage to groups of employees in the same occupation. This year the Massachusetts State Association of Electrical Workers have secured enactment of their bill which amends the law so that any group of 50 employees, whether of the same employer or not, may be insured under a group contract, and this insurance will remain in force in the event of laying off, strikes, or other conditions causing the employee loss of his regular trade. \* \* \* The effect of all these attempts has been to authorize union group insurance and it would now seem that the objective has been realized by the labor people—an application far removed from what the life insurance companies, who secured the original law, intended or foresaw."

An attorney for the Union Cooperative Insurance Association, labor's first old line legal reserve life insurance company, Washington, D. C., has made the following analysis of this new law:

House Bill No. 556 was offered by Mr. Chase of New Bedford on petition of Massachusetts State Association of Electrical Workers for an amendment of the law relative to group life insurance, covering members of labor unions.

This bill, according to a letter received from the Secretary of the Commonwealth of Massachusetts, was sent to the House of Representatives on March 12, for enactment, and on March 13 it was enacted in the Senate and signed by the Governor, March 15. This is a ninety day act, and will therefore not take effect until June 13, 1929.

The amendment authorized by the act strikes out, in Section 133, Chapter 175,

unionists' problems, and familiar with the unionists' needs, its policies have changed the trend of insurance affairs in the United States.

The new Massachusetts law reads:

An Act Relative to Group Life Insurance Covering Members of Labor Unions.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

Section one hundred and thirty-three of chapter one hundred and seventy-five of the General Laws, as most recently amended by section one of chapter two



THE GOVERNOR

THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE DEPARTMENT  
STATE HOUSE, BOSTON

March 14, 1929

Mr. Martin T. Joyce  
11 Beacon Street  
Boston, Massachusetts

My dear Mr. Joyce:

It gives me great pleasure to present to you herewith the quill with which I have today signed "An Act Relative to Group Life Insurance covering Members of Labor Unions."

Sincerely yours,

*Frank G. Allen*

M

of the General Laws of Massachusetts, the words "only" and "who are actively engaged in the same occupation," so that the clause in Chapter 175 referring to insurance of members of labor organizations now reads "and insuring all the members thereof." This clause formerly read "and insuring only all the members thereof who are actively engaged in the same occupation."

The Union Cooperative Insurance Association has had a marked influence upon the insurance history of this country. In the few short years in which it has been in existence, it has stimulated other companies to competition and emulation. Rates have been reduced since its entrance into the field. It is also an acknowledged fact that it writes the most liberal group insurance policy in America. Founded by labor men close to the labor

hundred and forty-four of the acts of nineteen hundred and twenty-eight, is hereby further amended by striking out, in the twenty-sixth line, the word "only" and by striking out, in the twenty-sixth and twenty-seventh lines, the words "who are actively engaged in the same occupation," so as to read as follows: Section 133. Group life insurance is hereby defined to be that form of life insurance covering (a) not less than fifty employees, with or without medical examination, written under a policy issued to the employer, the premium on which is to be paid by the employer or by the employer and employees jointly, and insuring only all of his employees, or all of any class or classes thereof determined by conditions pertaining to the employment, or by dura-

(Continued on page 222)



# EVERYDAY SCIENCE

## Subways Are High Speed Streets

Subways and rapid transit lines in cities are high speed streets and should be paid for in the same manner as new streets. Streets are constructed for the benefit of all the traveling public and are maintained at public expense, which comes out of the tax levy. The cost of new streets is borne partly by appropriations from taxation and partly by betterments assessed on the property improved by their construction.

Electric street car lines are permitted locations on public streets because they serve a public need and are used by approximately 75 per cent of all the traveling public. The advent of the automobile has caused a slowing down of all traffic, due to congestion. Street cars and automobiles both contribute to congestion. Removing street cars from the streets and putting them underground in high speed streets benefits the public in two ways—it enables 75 per cent of the traveling public to get to destinations quicker, and it releases more street surface for the faster operation of motor traffic.

The cost of constructing modern rapid transit lines in subways has reached a point where it is impracticable to expect that the entire cost and operation of these lines can be maintained out of fares to be collected from riders alone. Taking into consideration the improvement to property due to the removal of street surface lines and the better distribution of the population because of these high speed facilities, economists are turning more and more to the viewpoint that the construction and operation of these lines must be financed in practically the same manner as the construction of streets—a part must be provided out of taxation, thus spreading the burden to all citizens, who are all benefited by improved traffic conditions; a part of construction cost, at least, must be borne by the betterments on property directly affected; and a part must be borne by passengers out of the fare paid, in the form of rentals of rapid transit lines.

Growing cities must have improved transportation, and subways offer the best solution, not only of rapid transit, but relief from automobile traffic conditions. The street car rider is not the only one benefited by rapid transit and should not be expected to pay the entire cost.

## New England Has Gas Fired Refrigerator Car

A new type of railroad refrigerator car for the handling of perishable foodstuffs—meats, fruits, fish, etc.—has recently been successfully tested on a run between New London, Conn., and Fort Worth, Texas.

The refrigerator part of this car uses silica gel in conjunction with gas heat furnished from a pressure gas tank carried beneath the car. On the run from New London to Texas, the car carried a cargo of frozen fish. The car was precooled to 2 degrees above zero before loading and when fully loaded the average temperature was 18 degrees. After 11 days on the way, the car was opened and unloaded in Texas, the temperature at that time being 14 degrees above zero. Fruit shipped from Texas in this experimental car was received in perfect condition after nearly two weeks en route.

Silica gel is a hard, glassy material with

the appearance of quartz sand, having a physical structure which is extremely porous, the pores so minute that they can be detected only under a microscope. It can absorb approximately 41 per cent of its volume in gas or vapor, and it will take up about 25 per cent of its own weight in water.

The refrigerator has three parts—the absorber, evaporator and condenser. In operation, the silica gel absorbs the vapor from the refrigerant in the evaporator, causing a lowering of the temperature of the latter by the evaporation of the refrigerant. When the silica gel has become completely saturated, it is heated by means of the gas burner, and the refrigerant vapor is driven off. It then passes to the condenser where it is liquefied and returned to the evaporator.

In order that the operation may be constant, the refrigerator is fitted with mechanism which turns on and shuts off the gas at regular intervals, sufficient to maintain the temperature at any desired point. This is controlled by means of a thermostat. When the temperature of the car falls to the desired point, the thermostat interrupts the flow of gas to the timing device, stopping the latter, and thus suspends the operation of the apparatus; likewise, when the temperature rises above the predetermined point, the thermostat permits the gas to flow to the timing device, and the operation of the refrigerator is thus resumed.

This type of refrigeration represents a big advance over the older methods of icing, and insures the shipment of perishable foodstuffs in perfect condition no matter what the outside temperatures may be nor how long the car may be in transit.

## Electrical Policeman Keeps Eye on Telephone Traffic

Copper wires, used principally in transmitting telephone messages, are sensitive to temperature changes, being much less efficient during hot weather than in cold weather.

These changes in the efficiency of transmission are not of such great consequence when the circuits are in open wire or in short lengths of cable; but in the increasingly long cable lengths of the present day, with their smaller wires, the differences in efficiency due to temperature changes would be sufficient to make telephone communication difficult, if not impossible at times, if suitable compensation were not provided. This compensation is provided in long distance cables by telephone "repeaters," which are installed every fifty or one hundred miles, primarily to make up for the loss the voice currents normally suffer in transmission. These "repeaters" are also suitable for controlling the temperature factor; but, as it is impracticable to do so manually, Bell System engineers have developed a means called the "Master Transmission Regulator" for automatic control.

These master regulators are placed at points 100 to 200 miles apart along the cable route, depending upon the length of cable section assigned to each regulator. One pair of wires in this section is selected as a pilot circuit, which is connected to the Master Transmission Regulator to measure the resistance of the pilot wire. Any change in resistance causes the needle of the galvanometer to move from its central position. When the needle has been deflected a certain distance, an electrical contact is made which

operates relays, making a slight change in the amplification of all the "repeaters" on the lines that are exposed to the same changes in temperature.

When this corrective work has been accomplished, the needle returns to its normal position to await further developments needing attention. These master regulators may not be called upon to do any work over long periods of time, and then, again, they may be kept operating almost continuously due to sudden temperature changes. The regulator keeps a continuous record of its activities on a revolving roll of paper somewhat similar to a temperature recording thermometer. Occasionally, trouble occurs on a circuit which is beyond the ability of the regulator to handle by ordinary methods. In such a case, the regulator hesitates not at all, but promptly sends in a "riot call" for assistance to a human attendant by ringing an alarm, and at the same time makes a careful record of the matter for future reference.

## New England Using More Electricity

Electric power production in New England, which is probably the best single barometer of industrial activity in this district, was considerably improved during the first two months of 1928 over the levels prevailing during the latter months of 1927. The greatest average daily production of electricity is usually during the mid-winter months, due to the short days and to the use of electricity for heating purposes. The records of the United States Geological Survey, corrected for seasonal influences and placed on a working day basis, show that the levels of production during January and February were 1 per cent higher than for the corresponding months of 1927. A preliminary report of March production shows that this improvement continued to the end of the first quarter of 1928.

Figures for February, 1928, unadjusted for the number of working days and seasonal factors, indicate an increase of 8 per cent over the previous year. Only one state—Rhode Island—showed a decrease, while New Hampshire and Vermont showed an increase of 43 per cent and 41 per cent, respectively, over 1927. Maine showed a 6 per cent and Massachusetts a 9 per cent gain over the previous year, while Connecticut showed a gain of only 1 per cent. Nearly one-half of all the electricity sold in New England is used in Massachusetts.

## Relative Distribution of Water Power

The reports of the United States Geological Survey indicate that more than 80 per cent of the undeveloped water power of the country is in the Pacific, Mountain and South Atlantic States. These states contain less than 22 per cent of the population of the country. Of the other 20 per cent of undeveloped water power in all the rest of the country, much is not economically feasible of development at present and most of that which is economically feasible cannot be developed owing to legal or political restrictions. Maine has a law prohibiting the export of hydro-electric energy outside the state limits and there is not sufficient market within the state to justify development of any of the larger hydro-electric projects in the state. There is a treaty which limits development on the Niagara and St. Lawrence Rivers.



# CONSTRUCTIVE HINTS

## DIRECT-CURRENT COMPOUND GENERATORS, TYPE RC

### Operation

**Before Starting the generator for the first time:**

1. See that the voltage on the generator name plate corresponds with the line voltage.
2. Check all connections to the generator with the wiring diagrams.
3. Make sure that the oil plugs are tight and that the oil wells are filled with a good grade of light mineral oil to the top of the oil fillers.
4. If possible, turn the armature by hand to see that it rotates freely.

**Before Putting Generator in Service** it is desirable to operate without load long enough to determine that there is no unusual localized heating.

### Starting (Generator operating singly):

See that all switches connecting the generator to any load are open. Cut in all of the field resistance, start the generator slowly and bring up to speed.

Gradually cut out the field resistance until normal voltage is obtained, then gradually apply the load.

**Starting (Generator operating in parallel):**

Bring the second generator up to speed with all switches open and all field resistance in. Close the field switch and raise the voltage of the generator until it is one volt higher than the first generator and has the same polarity. If the polarity is found to be opposite to that desired, raise the brushes and excite the fields by closing the main switch from the busbars.

Close the line switches and the equalizer and adjust the field rheostat to make the second generator take its share of the load.

**Stopping:** Cut in the field resistance until the ammeter indicates a very low current flowing. Trip the circuit breaker (if used), open the line switch and, if operating in parallel with another generator, open the equalizer switch.

### Care

To insure the best operation, make systematic inspection at least once a week. Give the following points special attention:

**Cleanliness.** Keep both the interior and exterior of the generator free from water, oil, or dirt. Wipe the exterior and clean the interior by compressed air or a small bellows.

**Bearings.** Prevent excessive heating and wear of all bearings by proper lubrication, belt tension, and alignment. When bearings are unduly worn replace them.

**Oil Wells.** Fill the oil wells with a good quality of clean, light mineral oil to the top of the oil fillers. Fill the oil wells through the oil fillers. To avoid incorrect oil level never fill the oil wells when the generator is running. After the generator has operated the first week, draw off the oil, pour fresh oil or kerosene through the bearings to wash out all sediment. Then refill. Before replacing the drainage plugs dip them in a mixture of red lead and shellac, then replace and tighten securely to prevent leakage. Refill the bearings at regular intervals, the frequency depending upon local conditions, such as cleanliness, severity or continuity of service.

**Brushes.** See that the brushes move freely in the holders and at the same time make firm, even contact with commutator. The pressure should be between one and three-fourths and two pounds per square inch. Keep an extra set of brushes on hand. Fit new brushes carefully to the commutator. The position of brush yoke should not be changed on commutating pole generators in order to improve commutation.

**Commutator.** Keep the commutator clean and maintain its polished surface. Ordinarily the commutator will require only occasional wiping with a piece of canvas or non-linting substance.

**Heating.** Do not depend on the hand to determine the temperature of generators, use a thermometer. If there is any doubt about the safe operating temperature, take the temperature of windings and confer with the nearest office of the company. Give full details.

### Supplies

When ordering supplies, state the quantity desired, also the catalog number from the part name plate, the name plate rating, and the serial number of the machine.

## DIRECT CURRENT SHUNT GENERATORS, TYPE RC

### Operation

**Before Starting the generator for the first time:**

1. See that the voltage on the generator name plate corresponds with the line voltage.
2. Check all connections to the generator with the wiring diagrams.
3. Make sure that the oil plugs are tight and that the oil wells are filled with a good grade of light mineral oil to the top of the oil fillers.
4. If possible, turn the armature by hand to see that it rotates freely.

**Before Putting Generator in Service** it is desirable to operate without load long enough to determine that there is no unusual localized heating.

### Starting (Generator operating singly):

See that all switches connecting the generator to any load are open. Cut in all of the field resistance, start the generator slowly, and bring up to speed.

Gradually cut out the field resistance until normal voltage is obtained, then gradually apply the load.

**Starting (Generator operating in parallel):**

Bring the second generator up to speed with all switches open and all field resistance in. Close the field switch and raise the voltage of the generator until it is one volt higher than the first generator and has the same polarity. If the polarity is found to be opposite to that desired, raise the brushes and excite the fields by closing the main switch from the busbars.

Close the line switches and adjust the field rheostat to make the second generator take its share of the load.

**Stopping:** Cut in the field resistance until the ammeter indicates a very low current flowing. Trip the circuit breaker (if used) and open the line switch.

### Care

To insure the best operation, make systematic inspection at least once a week. Give the following points special attention:

**Cleanliness.** Keep both the exterior and interior of the generator free from water, oil or dirt. Wipe the exterior and clean the interior by compressed air or a small bellows.

**Bearings.** Prevent excessive heating and wear of all bearings by proper lubrication, belt tension, and alignment. When bearings are unduly worn replace them.

**Oil Wells.** Fill the oil wells with a good quality of clean, light mineral oil to the top of the oil fillers. Fill the oil wells through the oil fillers. To avoid incorrect oil level, never fill the oil wells when generator is running. After the generator has operated the first week, draw off the oil, pour fresh oil or kerosene through the bearings to wash out all sediment. Then refill. Before replacing the drainage plugs dip them in a mixture of red lead and shellac, then replace and tighten securely to prevent leakage. Refill the bearings at regular intervals, the frequency depending upon local conditions, such as cleanliness, severity or continuity of service.

**Brushes.** See that the brushes move freely in the holders and at the same time make firm, even contact with commutator. The pressure should be between one and three-fourths and two pounds per square inch. Keep an extra set of brushes on hand. Fit new brushes carefully to the commutator. The position of the brush yoke should not be changed on commutating pole generator in order to improve commutation.

**Commutator.** Keep the commutator clean and maintain its polished surface. Ordinarily the commutator will require only occasional wiping with a piece of canvas or other non-linting substance.

**Heating.** Do not depend on the hand to determine the temperature of generators; use a thermometer. If there is any doubt about the safe operating temperature, take the temperature of the windings and confer with the nearest office of the company. Give full details.

### Supplies

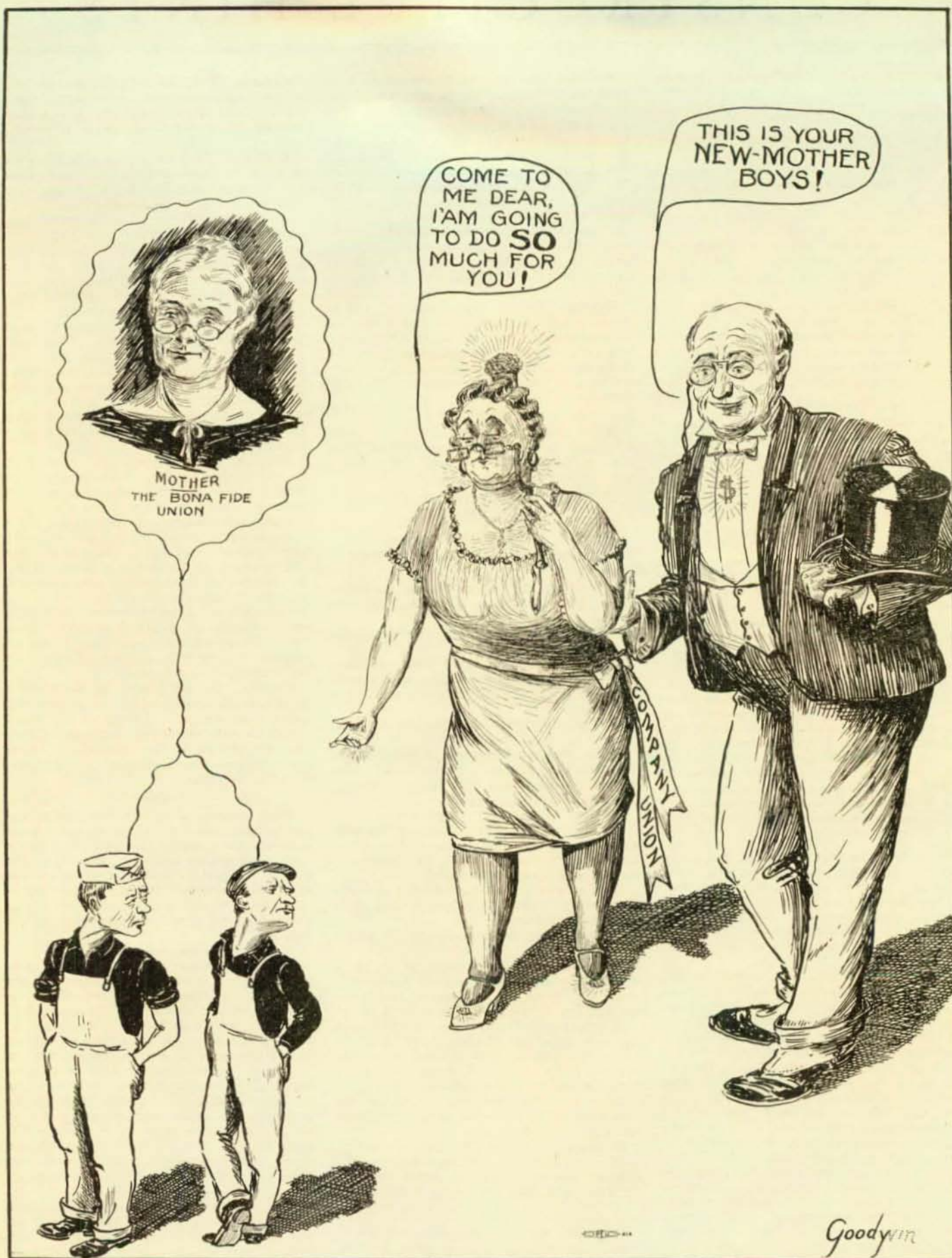
When ordering parts, give description and catalog numbers from the part name plate and state the quantity desired; also give the name plate rating and serial number of the motor. If model number appears on the name plate, give description and state quantity of parts desired, together with the name plate rating and model number of the motor.

"The organization of citizens for the purpose of bringing about, by legal means, the modification or repeal of any law which those citizens consider unwise or unenforceable I submit is commendable. It is the right of the free citizen to advocate the enactment of any law based on elementary morality, or the repeal or modification of any existing law, and to associate himself with others in that effort. It is also the right of the people to organize to oppose any law and any part of the Constitution with which they are not in sympathy. This is the very base of free speech and of our constitutional guaranties."  
—Representative James T. Igoe, of Illinois.

Any people anywhere being inclined and having the power, have the right to rise up and shake off the existing government and form a new one that suits them better.—  
Abraham Lincoln.



## THE STEPMOTHER





# ON EVERY JOB

## There's a Laugh & Two

Gosh, we've got so many contributions to this column that it's a job in itself to pick the winners. Say, what did you think of Brother 636696 and his challenge to the Duke of Toledo? If there's to be a contest, it ought to be open to all comers and a suitable prize offered. How 'bout it? In the meantime, remember the name of this column—while we sure like all the poetic efforts, the genuine, humorous, true story of the job is getting mighty scarce and any Brother who sends us one is going to see it in a prominent place on this page.

We certainly agree with "Playfair," of Local No. 46, about the charms of the open fire:

### The Fireside

When the day is o'er, and the task is done;  
Heading for my fireside I make that nightly run,  
To spend the evening in the arms of old King Coal,  
To feel his breath upon my cheeks, as he cheers my very soul.  
That I quickly forget the troubles of the day,  
And in warmth and comfort again feel young and gay.

Under the spell of a perfect coking blend;  
Into retrospection my thoughts do often tend.

Again I see myself a mere barefoot lad,  
Asking a childish question from my old departed dad.

Oh! All the contraptions that modern electricians can uncrate;  
Will never replace in the heart, the glowing embers of the grate.

William R. Walker, of Local No. 288, is ready to slip us the low down on his bunch. Come again, Bill! That is, if they don't make you the Napoleon of Waterloo, Iowa.

### Good Old 288

Hold the JOURNAL, but don't make it late,  
And I'll give you some info on 288.  
They're a bunch of square shooters and all in line,  
Everybody working and the outlook is fine.  
We have no electricians out walking the street—  
And every so often somebody says, "Eat!"  
So it's up to Earl Henney and old Bill Webb  
To get out the eats and fix up the spread.

Says Bill Meavis, "How much is it going to cost?"

Up speaks Jim Dutcher, "I'll cover the loss!"  
So the party is off with a jump and a whoop.  
When Friday Moore starts in on the oyster soup;

And George Deyo is there, he sits at the head—

Plenty of brains but not much hair on his head.

Charley Dutcher? Sure, he is still around;  
When he's not pulling wire he is digging up the ground.

Earl Mickelson's there with his sorrows and joys;

Chester Stone says, "That's o. k. with me, boys."

Old Charley Ash must have a line,  
His pins are n. g., but his appetite—fine!  
I'll give you a line on the rest of the bunch,  
The very next time that I get a hunch.  
And now, before Jimmy Diggins uses pike or gaff,

I hope 288 gets a dollar twelve and a half.

Getting near fishing season, we thought some advice on how to dig worms without digging might be timely. This solution of the problem is presented by sportmen of Elko, Nev.:

Up in Nevada, fishermen fish for bait in this scientific manner: A metal conductor with two wires is forced into the ground, and one wire connected with electric light socket. The electricity is then turned on and the elusive worms fairly step on each other's tails as they pop out of the ground to escape electrocution.

Anthony J. Offerle, of L. U. No. 723, tells this on two of his buddies:

### It Got Results

Kronie: "I hear you have a keg of beer in your basement."

Bogie: "Yes; I got it to give me strength."  
"Any results?"

"Marvelous—when I first got the keg I could hardly move it—now I can almost pick it up with one hand!"

### The Tongue of the Harp and Lyre

Our friends are Muses, whose joy it is to sing,

Of linemen and wake the lyre's sweet string;

In wondrous tones on the copper wire,  
With throbbing heart and a breath of fire,

And stirs with the power of heaven divine,  
As men lean across each flashing line;

To guide the flaming current's flow,  
And turn the roaring stream below,

On wires to heat's indulgent spark,  
Or light which eats into the dark,

From the pole-tops perched aloft to view,  
That force of power over the city threw.

Oh countless lines! Then follow on thy way,

Where'er thou art, thy summons they obey;

And assail with might and main to stay  
The whirls of waves, that press along their way.

Our linemen dare thy liberty to take,  
When each strand's a hazard, and life's at stake;

Thou art a power, where'er thy wires roam,

And anywhere on earth, that spot's thy home.

Where these wires are thickest, union men are few,

So Local 39 calls for linemen, and for you—  
A harp that can play as low, and sound as warm;

But the flattery from a lyre alone can charm.

JOHN F. MASTERSON,  
Local No. 39.

Well, well, our old buddy Jack Hunter, formerly of Chicago, turns up in Denver and sends us another ballad. Congratulations, Jack, on your recent elevation to press secretarial dignity!

### Mark O' Merit

'Twas examining board meeting,  
Many applicants had appeared;  
Busy hours were fleeting,  
With some, hopes of passing, seared.

One, Mark was his first name,  
(His last intentionally deleted)  
Served years elsewhere at the inside game,  
Long previously, apprenticeship completed.

Now Mark had set a good mark  
At quizzes given upon the papers.  
Now came the verbal questions,  
'Twas then his humor cut up capers.

"First, arriving at new work,  
What would you do?"  
"Lay out tools that never shirk,  
Pull on trusty overalls, too."

"Next, what move would you make  
To get the job under way?"  
"A check on material I would take,  
And locate an outlet or two."

"Next, what step would you take?"  
"Not sure, but I have a hunch  
I'd step out the back door—  
Locate a bar and free lunch."

Mark was granted a mark of merit,  
His type was indeed rare;  
In addition to being a mechanic of calibre,  
He possessed the ability to banish care.

Early the board adjourned,  
On that illustrious eve,  
Toward a nearby corner thoughts were turned,  
Footsteps, too, I could perceive.

Oh, those were the days of mixers,  
To such, be granted a toast—  
Pleasant days and ways amongst wire fixers,  
Quite some years ago—"on the Coast."

—JACK HUNTER.

### And He "Done" Right

"Where's your ethics?"  
"What say?" ejaculated the astonished wire patcher.

"I said, where's your ethics?"  
"Oh, I traded the darn thing in on a good car!"

### His Name For It

"What is your job?" we inquisitively asked the lowly gentleman. "Floor walker in an angel-foundry" he answered. Later we learned that he was watching at a grade crossing.—Life.

Famous Last Lines (By L. F. Clark, of L. U. No. 134):

"There's something wrong with this gear shift; it doesn't work."

"That isn't the gear shift, Jack. It's—er—it's my kneecap."



# Magnets and Magnetism

By M. J. ELLARD, L. U. No. 369, Louisville, Ky.

**M**AGNETISM is an unknown power manifesting itself by *Attraction* and *Repulsion*. And any substance possessing these qualities is called a *magnet*.

They are of two kinds: *Natural*, or Lode-stone—which is found in large quantities in Thessaly (and a few other places)—and *Artificial* (manufactured); either of a "Permanent" type, which deteriorates with age (hard iron or steel) or the "Temporary" type, in which current is applied to a coil surrounding a soft iron core—and with no current applied to the coil there would be no magnetism in the core (relays are a good example of these latter). But, unlike electricity, there is no insulation possible against the effects or influences of magnetism (in a commercial way). I might also add that magnetism produced by the mere presence of adjacent magnets, without contact, is called *Induced Magnetism*.

The law of attraction and repulsion is: *Like poles repel each other* (such as two north, or two south poles), while *unlike poles attract* (for example, a north and a south pole). *Residual* is that little bit of magnetism remaining in a core or pole-piece after the current is withdrawn—the quantity depending upon the hardness of the material. And residual magnetism can attain dangerous proportions.

Any substance having greater *permeability* than air is called a magnetic substance, provided it will convey magnetism. Permeability means *magnetic conductance*—soft iron, for example, being 2,000 to 3,000 times better conductance than air. *Reluctance* is the term denoting *magnetic resistance*—space offering the greatest reluctance; so by decreasing reluctance, naturally, we improve or increase the permeability factor.

*Retentivity* is the power of resistance (in any magnetic substance) toward demagnetization—a "holding" quality, more pronounced in some substances than others: steel, for example, has greater retentivity than wrought iron (or cast iron) and the harder the steel the greater its retentivity.

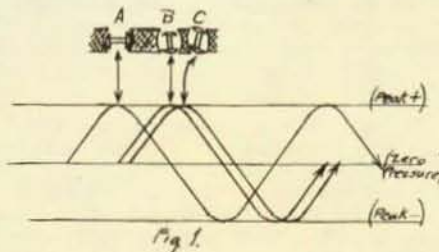
So, we see the desired ideal sought in magnetic substances: high permeability and high retentivity somewhat conflict with each other, because soft iron or soft steel gives us the highest permeability while hard steel has the greatest retentivity. Therefore, a medium carbon steel is used (having less carbon than spring steel). There are also the newer Heussler alloys, made up of non-magnetic substances (copper, aluminum, magnesium) which are about as strongly magnetic as iron for magnets.

In Figure 1 you will be able to "picture" this thing out, more clearly, for yourselves—A being the point of greatest magnetism, with B the maximum voltage, and C its greatest current value (just as it leaves the tips of the pole pieces). This latter is called a "lagging current," which is the usual condition found today due to inductance in the circuit (which I explained in a previous article). But we can readily arrange this "lag" to be in phase with the electro motive force (unity power factor), or we can have it reach a current peak ahead of the voltage (called "leading current") by inserting sufficient capacity in parallel with this self-inductance. The Sine Curve or Sine Wave in alternating current practice (see Fig. 1), best illustrates the different values of an induced current at every instant, which is in direct proportion to the angle and rate of cutting. And in order to

develop a *Cycle* the conductor must pass the face of a north pole and the face of a south pole.

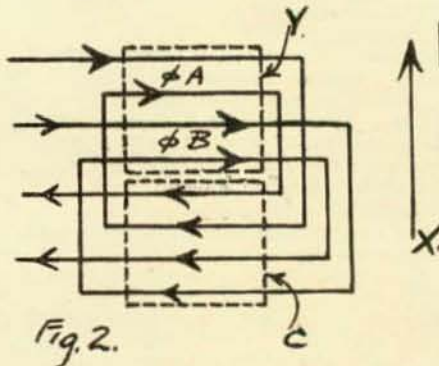
In Figure 2, you will get a good idea of a so-called *pole* in an A. C. machine (this is two-phase). In other words, a "picture" of one pole (out of maybe a hundred, around this stator), Y being the area of our supposed north pole, and C the area of its supposed south pole; with X the rotor direction which, due to the constantly changing field, always keeps moving around toward the center of the area affecting it (just like a squirrel in a cage our rotor, or armature, is always chasing north poles around that stator).

Eddy Currents, being a result of induc-



tion, make it necessary to laminate the core and pole-pieces of alternating current equipment, so as to eliminate any dangerous heating process which would be set-up by the induced currents where the core and pole-pieces are solid. Laminations, therefore, tend to disorganize or "break-up" these internal Eddy Currents by giving them no closed circuits in which to set-up a current. The spaces or slots between these laminations run at right angles to the induced E. M. F., and perpendicular to the conductors on the core.

*Hysteresis* is merely a term expressing the relation between a magnetizing force and its induction factors. It deals merely toward demagnetization possibilities in the



light of "retentivity" and any losses encountered in this process are called *Hysteresis Loss*.

An *Electro Magnet* is simply a coil of insulated wire, wound upon a spool or cylinder, having a soft iron core of great permeability. And the wire must be placed so that all current will flow around it in the same direction in each turn of wire. The polarity of an electro-magnet is found by using the right hand "Thumb Rule."

Any other terms or qualities of a magnetic circuit (such as "Ampere Turns", etc.) have little or no bearing on the practical man—these being purely a *designing* acquisition.

So, do not lose sight of the fact that

magnets and magnetism are a *real power* to contend with, when it is considered that industrial lifting-magnets will readily raise 125 pounds per square inch of magnet section. And magnetic and inductive circuits are now giving us our first electric bathroom. (Can you beat it?) There will soon be nothing more for a plumber to do but run drinking water for the electricians.

## Cleveland Apprentice School Commencement

The fifth annual commencement of the Building Trades Division of the Cleveland Trade School, recognized as one of the outstanding schools of its kind in the United States, will be held Thursday, May 9, 1929, at 8 p. m., in the auditorium of the Cleveland Trade School, 535 Eagle Avenue, Cleveland, Ohio.

A class of approximately 150 graduates will at that time be awarded diplomas at the end of a four year period of apprenticeship. They will be distributed among six building trades—bricklayers, carpenters, electricians, painters, plumbers and stone-cutters. The sheet metal school, in operation since 1927, will have no graduates at this commencement.

The Building Trades Division of the Cleveland Trade School operates under the Smith-Hughes law, a statute enacted by Congress in 1917. It is maintained through the co-operation of the federal and state boards for vocational education, the local board of education, the building trades unions and the contractor associations. Instruction in each trade is given by practical journeymen. Thirty-seven classes are now being taught in the seven building trades.

An interesting commencement program has been arranged for May 9. Among the speakers will be Dwight L. Hoopingarner, executive, American Construction Council; John P. Frey, member of the permanent committee on education and secretary of the metal trades department, American Federation of Labor; J. C. Wright, director, federal board for vocational education; Howard L. Briggs, director of vocational education, Cleveland Board of Education, who will also act as chairman; Charles Lake, assistant superintendent of Cleveland schools. Rev. Louis C. Wright, Ph.D., Pastor of Epworth-Euclid Church, will deliver the invocation. A. A. Benesch, member of the Cleveland Board of Education, will present diplomas to the graduates.

Medals and prizes will be distributed as a part of the commencement exercises to the most deserving apprentices in the different groups.

International labor leaders in the building trades are expected to attend, as well as delegates from state and local labor organizations, contractor associations, and the various civic and business organizations of Cleveland.

"The eyes of the people are being turned to the Federal Government, to the President of the United States and away from the states and the people themselves. And as the executive power is magnified there seems to be a growing purpose to strengthen its authority, to exercise material influence and physical power beyond the confines of our own country."—Senator William H. King, of Utah.



# Executive Council Strengthens Local at Special Meeting

**S**PECIAL meeting of the International Executive Council, called by the International President in accordance with his authority, for the purpose of hearing and acting on charges preferred by Vice President H. H. Broach and International Representative O. E. Jennings against Arthur Schading, and charges preferred by International Vice President Broach against J. R. Green, and for the purpose of considering and acting upon such other matters as might properly be brought before the Council, convened at 10 a. m., on Monday, January 21, 1929, at International Headquarters, Machinists Building, Washington, D. C.

Present: G. W. Whitford, F. L. Kelley, M. P. Gordan, Edward Nothnagel, M. J. Boyle, C. Gadbois, C. F. Oliver, J. L. McBride, and Charles P. Ford, chairman.

The session was called to order by Chairman Charles P. Ford, who stated that the first order of business would be the hearing of charges against Arthur Schading, whose name was called and who announced himself present and immediately thereafter filed with the Council certain motions in his behalf, a true copy of which motions appears in the official transcript of the trial. Thereupon, the chairman announced that the Council would go into executive session, and dispose of the motions hereinbefore mentioned.

The Council convened in executive session, and thereupon proceeded to consider the motions of Defendant Arthur Schading that the charges against him be dismissed as indefinite, and that certain portions of the charges and specifications be stricken out. It was moved and seconded, that the motions be denied. Carried.

The Council then took up for consideration the motion of Defendant Arthur Schading, to move the trial to St. Louis, Mo. After consideration, it was moved and seconded that the motion be denied without prejudice, and with the privilege of defendant to reinstate. Carried.

It was moved and seconded that the time for hearings be established as follows: 9 a. m.—12 m.; 1:30 p. m.—5:30 p. m.; 8 p. m.—11 p. m. Motion carried.

It was moved and seconded that Council adjourn from executive session and resume hearing of the charges against Defendant Arthur Schading, whereupon the Council reconvened in open session and proceeded to hear charges against said defendant and continued with the hearing until 11 a. m., Friday, January 25, when it was moved and seconded that the Council recess the hearing in the case of Defendant Arthur Schading until Friday, February 1, at 9 a. m., in order to permit said Defendant Arthur Schading time and opportunity to obtain additional evidence and witnesses. Motion carried. The Council

**This official record of the special meeting, January 21, 1929, of the International Executive Council contains important decisions of interest to the whole membership.**

them recessed until 12:30 p. m., Friday, January 25.

The Council was called to order at 12:30 p. m., January 25, at Machinists' Building, Washington, D. C., by Chairman Ford, who announced that the Council was convened for the purpose of hearing and considering charges filed by Vice President H. H. Broach against J. R. Green, a member of Local Union No. 1, St. Louis, Mo.

It was announced to the Council that Arthur Schading would represent J. R. Green as counsel. In behalf of Defendant J. R.

Green, there was filed with the Council a motion for dismissal of all charges against Defendant J. R. Green. The chairman announced that the Council would go into executive session to consider the motion; whereupon, at 1 p. m., the Council recessed open hearing and went into executive session.

The matter of motion filed by Defendant J. R. Green was taken up for consideration, whereupon it was moved and seconded, that that portion of the motion requesting dismissal of all charges be denied.

It was moved and seconded that the Council hear and consider only charges relating to and dealing with violations of the International Constitution. Carried.

It was moved and seconded, that the Council recess executive session and again convene in open session. Carried.

The Council then proceeded to the hearing of charges against J. R. Green and continued in session until all interested parties announced that they had no further evidence to submit.

Adjournment was taken at 6:15 p. m., Friday, January 25.

The Council resumed its session Saturday, January 26, at 9 a. m., and continued in session until Friday, February 1.

It was moved and seconded that the chairman appoint an audit committee. Carried. The chairman thereupon appointed C. Gadbois and J. L. McBride as audit committee.

The appeal of Walter Zipf, of Local Union No. 3, from the decision of International President James P. Noonan, was received and considered. Moved and seconded that the decision of the International President be sustained. Carried.

A resolution from System Federation No. 39, endorsing the Seaboard Air Line Railway System as a means of transportation to the coming convention of the Brotherhood, was received and considered. Moved and seconded, that the substance of the resolution be recommended to the membership. Carried.

Former International Representative Leon Shook appeared before the Council, requesting that the Council give consideration to his dismissal as an International Representative and in relation to his connection with the Brotherhood. After an extended hearing of the case, it was moved and seconded, that the action of the International President relative to this case be approved, and that the appellant be advised that the Council will reopen his case at some future date if the circumstances justify. Carried.

International President James P. Noonan appeared before the Council on the matter of trade jurisdiction as it relates to infringements by other crafts. The subject matter

(Continued on page 215)



THOMAS A. EDISON

The Executive Council of the International Brotherhood of Electrical Workers officially commends the work of the great inventor, and sends greetings.





# RADIO



## A-C Hum—The Causes and the Cures

By AUSTIN C. LESCARBOURA, Member A. I. E. E., Member I. R. E.

**P**ERFECT radio rendition is that which carries no suggestion of the means employed. In other words, if we have a noisy carrier wave, a static-infested atmosphere, or again a hum background, we cannot claim perfect radio rendition, no matter how perfect the radio receiver, amplifier and loud-speaker may be. And so in A-C or socket-power radio sets, the greatest problem has been that of A-C hum or noisy background, which has been particularly objectionable as our radio audience has become more and more critical of really good radio rendition.

It is strange but true that the first A-C tubes performed fairly well, in the matter of quiet background. The A-C hum was hardly noticeable, even by critical listeners. Yet those same tubes, placed in a 1929 receiver, caused a loud and objectionable A-C hum. Why? The answer is that in the good

### Meddling Hands—Keep Off

The hum balancer is generally a potentiometer, varying in resistance from six to ten ohms, for filament voltages not exceeding one and one-half to two and one-half, 20 ohms for five-volt filaments, 30 to 50 ohms for seven and one-half volt filaments, 60 to 100 for ten-volt filaments, and 200 to 500 ohms for 15-volt filaments. The center point is adjustable, usually by means of a slotted-head shaft which is accessible from the top of the sub-panel, so that the service man or radio expert can make the necessary adjustments, while keeping meddling hands away.

Where considerable hum is experienced in a set that has no center-tap resistance, but makes use of a center-tapped filament winding instead, it will pay to place an adjustable center-tap resistance across the filament terminals, and bring the grid return to the center point, instead of to the center tap of the transformer.

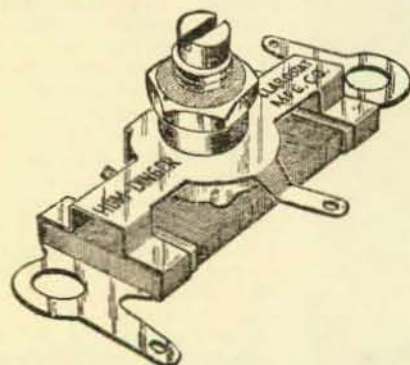
The properly designed and constructed A-C filament tube, with the proper center-tapped resistance, should operate without appreciable hum, although never as quietly as the properly designed and applied A-C heater tube. In fact, it is because of its lesser degree of background noise that the A-C heater tube has heretofore been employed as the detector, and is now being employed throughout the better A-C sets,

except for the last or power stage.

With the A-C heater tube, there should be no appreciable hum, theoretically speaking. However, theory and practice do not always go hand in hand, due to the unexpected presence of what the engineer calls "variables" or unknown quantities. In the case of the A-C heater tube, there are noises present, and these prove to be mainly traceable to certain flaws in the tube itself. In fact, the better grade A-C sets of today often fail to operate satisfactorily with one A-C heater tube after another, until the proper tube is obtained. Let us analyze the reasons for this phenomenon:

### Various Types of Heater Tubes

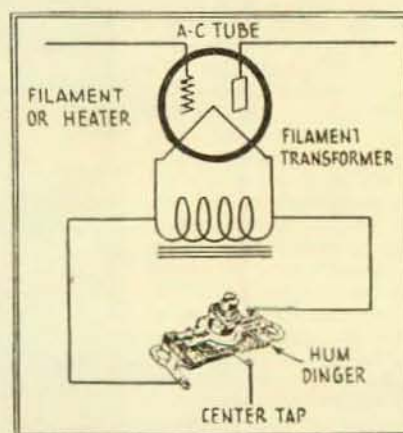
There are several forms of A-C heater tubes. First, there is that most common form which employs an insulating tube in which is threaded the heater wire. Then



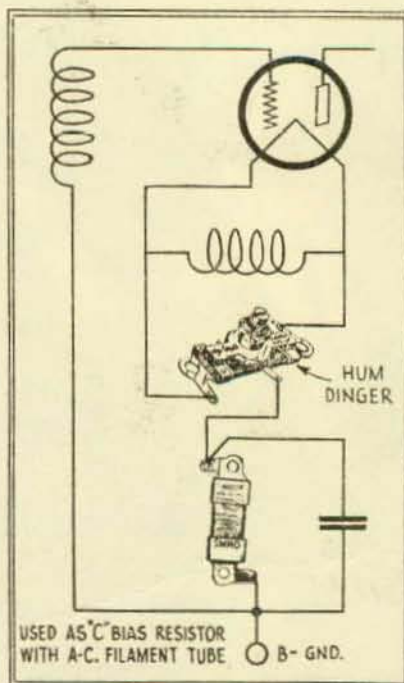
TYPICAL ADJUSTABLE CENTER-TAP RESISTANCE FOR A-C FILAMENT TUBES.

1929 receiver, the amplifier and loud-speaker are designed to take in the lower frequencies, thereby making the rendition susceptible to the 60-cycle hum which had very little effect on the first A-C sets of fundamentally high pitch.

The main cause of A-C hum in the socket-power radio set may be traced to the tubes. In the case of the filament tube, the A-C hum is the result of circuit or filament unbalance. The grid return must be brought to an electrical center point. In many instances a center-tapped filament winding is the method employed, and this is considered a good enough electrical center point. However, inasmuch as there may be circuit unbalance or again filament unbalance, and also since the grid return point may be some distance away from the filament, this practice is being more and more discouraged in the better types of radio sets. It is, however, quite satisfactory for the power amplifier, wherein there is little danger of introducing hum. In most A-C radio sets today, the grid return goes to a fixed center-tap resistance placed across the filament or filaments, or again to an adjustable center-tap resistance or so-called hum balancer.



HOW TO APPLY A CENTER-TAP RESISTANCE FOR GRID RETURN OF A-C FILAMENT TUBE.



METHOD OF APPLYING A-C BIAS ON AN A-C FILAMENT TUBE, TOGETHER WITH CENTER-TAP RESISTANCE ACROSS FILAMENT TRANSFORMER WINDING.

there is that form which employs a metal cylinder, inside of which is centered the helical heater wire. In some instances the heater wire is absolutely straight, in others it is a hairpin, in still others it is a helix or coil. It has been generally found that the tube without insulating tubing is the more quiet in operation, and heats faster, although it is more subject to electrical troubles particularly in shipping. The tube with the insulator is more rugged, even if it heats slower and is apt to be noisy.

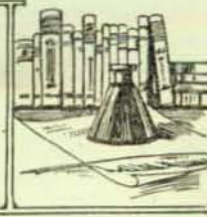
Recently, an investigation was undertaken by Allen B. DuMont, chief engineer of the DeForest Radio Company, with a view to determining the cause of hum as well as crackling noises in A-C heater tubes. For this purpose as perfect an audio amplifier as possible was constructed, with the output operating a microammeter so as to have a comparative reading for noises and hum. Also, a pair of head-phones was placed in the output circuit, so as to determine

(Continued on page 224)





# CORRESPONDENCE



## PENNSYLVANIA STATE ELECTRICAL WORKERS ASSOCIATION

Editor:

In the February WORKER, the following appeared by Secretary G. M. Bugniazet:

"For many years we have endeavored to have Congress amend the laws, et cetera."

This is significant to us at this time, inasmuch as the Pennsylvania State Association of Electrical Workers have just now, through a very able legislative committee, submitted to the state legislature a bill for the licensing of electricians. The above statement of Brother Bugniazet means much to us at this time. Shall the same statement be applied by us or shall we exert ourselves at the present time by demanding, from those whom we voted to represent us at Harrisburg, that the tremendous strides and advancements taking place in the electrical industry necessitates the immediate remedies for the safeguarding of life and property of, not only ourselves; but of the public in general?

It is very evident that the true aspect of the serious relationship between the wireman and the public has been carefully screened. They might look upon us as nothing more than ordinary laborers. Probably it is our fault in that we have not availed ourselves of the opportunities presented to us at various times, to convey to the public in general, the amount of gray matter which we burn in the course of a few years, in conceiving ways and means to make more safe their homes, business buildings and movies. In fact, the places where they spend at least 20 hours a day.

It is imperative that we arouse ourselves to rally with all the enthusiasm at our command, every friend and every one who will give a willing ear to our appeal for more safety and due recognition for our chosen vocation.

Now a few words to the locals of Pennsylvania, and particularly to those of the third regional vice presidential district, which constitutes the southwestern quarter of our state.

The state association will meet in Harrisburg in May. At that time we, your officers, will give an account of our stewardship for the past year; also an account of our efforts toward securing a law for the licensing of the journeyman electrician. The officers will be elected for the ensuing year. In the interim might I ask that you get in touch with your representative in the Assembly and insist that they, in behalf of safeguarding the life and property of the public, get behind our bill and work and vote for it as a very necessary piece of legislation. It is true that no trade or vocation within the confines of our state, with the responsibilities of our calling, is so ignored and unrecognized as is ours.

The state should say who and under what conditions electrical installation may be installed. Under the present system any curbstoner with or without ability or knowledge can and does install wiring in all manner and kinds of buildings within the confines of our state. When we take into consideration the large number of lives and the tremendous fire loss; running into the millions of dollars annually, it seems almost impossible to be-

## READ

First convention news from Miami, L. U. No. 349.

Atlanta proves that the South and unionism walk hand in hand, by L. U. No. 84.

What about license laws? by L. U. No. 735.

The fable of the young gazabo and the new car, by L. U. No. 494.

Wilkes-Barre makes a go of it, by L. U. No. 163.

Norfolk did that! by L. U. No. 80.

Newburgh presents some important plans, by L. U. No. 631.

Essence of organization, by L. U. No. 723.

Facing some facts, by L. U. No. 193.

About use of own cars again, by L. U. No. 514.

Union lights as beacons, by L. U. No. 435.

East St. Louis makes progress, by L. U. No. 309.

In defense of the home-guard, by L. U. No. 500.

These letters and the many others will make you hurrah for the best organization in this little, old world.

lieve that we have remained dormant so long.

Now we are at the parting of the ways. Progress is the road ahead; or must we remain with the unprogressives and retrogressionists? If we unite and present a solid phalanx by unanimity of opinion among ourselves; mutual co-operation by the various locals and by educational propaganda, it seems reasonable to expect that our efforts will be crowned with success instead of chaotic conditions in which we find ourselves sinking deeper and deeper. We may secure unto ourselves and posterity a standing commensurate to the education, study and knowledge necessary to become an efficient and capable master of our craft.

In passing, I might liken our present position to that of doctors. If the legislature would enact laws invalidating and repealing all acts relating to the profession of medicine; classifying all those who practice the act of healing under one head and permit them to go forth to practice and prescribe, the result would be a dangerous condition indeed. The veterinary, if he had political pull enough, might be installed as diagnostician in our leading hospitals. The mental healer might be chief operating surgeon, and the quack doctor with his brick-dust cure all be given the care of all electrical workers. How long would this ridiculous condition be permitted to exist?

Well, boys, such are the conditions existing at the present time in our trade. When I assert that electrical workers have the safeguarding of more lives and limbs than the doctors, I assure you, I am not afraid of successful contradiction.

Our lack of legal protection permits a curbstoner, whom we likened to the horse doctor, to come with the diagnosis of a building for wiring. Along comes a couple of night hawks, or mental misfits and install a few wires and announce a complete job, which, when completed will be inadequate, short and extremely dangerous, not only to the owner of the premises in which the same was installed but, also, to the public as a whole; adding to fire hazards and possibly another to the already long list of avoidable deaths.

Your presence in Harrisburg at the State Convention, May 8 and 9, will be indicative of your interest and enthusiasm for the above.

P. T. MACDONALD,  
Third Regional Vice President.

Editor:

By the time this letter reaches the membership there will be just about three weeks left before the delegates to the fifth semi-annual convention of Pennsylvania State Electrical Workers' Association will be assembling at Harrisburg, May 9.

Brothers, it looks like a big time with lots of delegates, each one filled with news. From reports received, the majority of the locals are preparing for a busy year, some are changing from 44 to 40 hours and others are negotiating agreements with a raise in wages.

The prevailing wages expected throughout the sections reporting is \$1.25 per hour, several locals, however, have enjoyed this or more for some time and as in the past, the boys will get together and tell how it was done. During the last year a lot of new work has sprung up, and due to the I. O. being on the job, they have made it possible for us to get it, but a number of the locals are not getting all of it that belongs to them and their delegates will be told so at the convention, also how to get it.

It has also been learned that some of the other crafts are cheating on us, and it is up to the delegates to map out a plan whereby the electrical workers of Pennsylvania will cease being so big hearted and go after and keep for themselves what their International Officers have worked hard to secure for us. In the radio, motion picture and electric sign branches of our trade many changes have recently been made, to say nothing of the new underwriters' code, and in every case the amount of work placed on us has been increased.

The state this year is stepping up their building program and we will have to line up with President Casey of the Pennsylvania Federation of Labor in his plan to secure union wages and conditions on these operations especially in the isolated communities that are not covered well by strong locals. Also, one of the most important matters will be the election of officers.

L. F. CLARK,  
Secretary-Treasurer.

"That matter settled I shall reach  
The 'Sixthly' in my solemn tether,  
And show that what is true of each,  
Is also true of all, together."

—The Bab Ballads.



## L. U. NO. 28, BALTIMORE, MD.

Editor:

Just a few lines to let you know that we are still holding our own, and that is about all. There is a slight improvement in conditions here but nothing to boast of.

The act of providence which we believe will make us real busy has not struck us as yet. We sincerely trust that it is on the way and headed in our direction.

We are sure that nothing would please our office more than to be able to use the many unemployed Brothers from other locals. But at this writing it can not be done.

In a recent issue of our JOURNAL was a picture of our school. Since then our school has been moved to more spacious and comfortable quarters. And what an improvement in every way! And we are more proud of our school than ever before.

By the way, Local No. 28 has a real quartet practicing, and you had better keep tuned in because you will hear us real soon.

Also, now that "spring has come," we are getting our ball team organized. Better look out for the I. B. E. W. pennant winners for 1929.

Will tell you next month what we are doing and maybe hurl a few defis in your direction.

HARRY COHEN.

## L. U. NO. 39, CLEVELAND, OHIO

Editor:

It is our first duty to congratulate President Noonan, Vice President Ford and Secretary Bugniet for their tireless effort in behalf of putting our organization in its own building without an assessment to the membership. This feat should be evidence enough to prove that our organization's business is being handled in a manner we all should be proud of.

I hope that each member enjoyed this surprise as I did and who knows, that maybe some time the I. O. shall cut a melon. Anything may happen.

Now that we can tell the world at large that we have our own office building at Washington, let's tell the people in Washington proper, who owns that building, that the critics term not only the most beautiful but the finest office building in Washington, by erecting a sign atop same. This seems to the writer the only feature missing. It may be that the laws of the District of Columbia forbid erection of signs but if not a sign by all means should be put up. Guess I had better make a motion to that effect and will suggest the following:

## HOME

## INTERNATIONAL BROTHERHOOD

Emblem **ELECTRICAL WORKERS** Emblem  
Constructive—Capable—Craftsmen

All in favor signify by the usual voting sign. Motion carried and so ordered. Emblems to flash alternately in Neon type.

The article entitled "The Curbstoner" which appeared in the February JOURNAL was written by one whose experience is expressed in a convincing manner. In fact, this masterpiece should be preserved by all locals for reference to any member who is considering the contracting game. I would like to see the unions allow the contractors that make work for the union men, be allowed the privilege of putting any member of a union to a test along the lines that the Curbstoner met his fate. In this manner, simple justice would be dealt to all.

An individual contractor, who is operating due to the fact that he has no great over-

head to meet, is no better than a scab, who willingly takes your job at a lower rate, due to the fact that he can work cheaper than you, because he has no home or no children, etc. Yet, how many of us could be termed curbstoners in comparing our every-day efforts to the practice of living, with the object of removing the cause? There is a parable to that article that every member can use to his advantage which is applicable to his every-day life. Read that article over and see if you can find it. Owen Young, of the General Electric said something when he said, "that about the littlest thing a man could ask for was a living wage." What men should demand is a cultural wage. Wages based upon the same theory that business is based upon.

Brother Len Moore and his gang, with the aid of Cablesplitters Connors, Focht and Krumhansel, who have been working at East 79th Street Station long enough to find out what an operator has to contend with when the operator is infested with a gang of narrow-backs such as P. J. O'Neil, Sam Brown, Chas. Voll, Max Thompson, Bill Connors and least but last Perry Sulzman. Due apologies to the balance of Local No. 38.

ENYAW.

## L. U. NO. 40, HOLLYWOOD, CALIF.

Editor:

Brother J. E. "Flea" McDonald, of Local 83, Los Angeles, had a letter in the February WORKER wherein he criticized my letter in the December JOURNAL. He also impugned the good intentions of Local 40, by intimation when he said that we, as a local, are hard to get along with. We're not living up to so-called "gentlemen's agreements," and we're not satisfied with what—as he claims—properly belongs to us.

Brother McDonald's ravings were so preposterous as to be ridiculously funny, to the local. The local told me that if I paid any attention to them officially that I would be just placing myself in his class (sarcasm).

If Brother "Mac" had confined his criticisms to me, and left the local out of the question, I would overlook his gross display of ignorance and lack of actual knowledge pertaining to studio working conditions.

But under the circumstances to allow his letter to go unchallenged is to admit that my local and myself are "all wet," as he claimed.

Without wishing to enter into a personal controversy with the Brother, or causing any disharmony between Locals 40 and 83, I wish to state that the conditions of which I complained about in my December letter were correct at the time of writing, and what is more to the point are still correct, and these conditions are still existing today.

And I defy Brother "Mac," or anybody else, to prove them otherwise. If anybody does I will publicly acknowledge my mistakes in the WORKER.

If he can see any covert sarcasm in the paragraph he complains about then his Italian lenses (whatever "Mac" may mean by them) must have been completely "irised out" when he (as it doesn't appear by his writing that he did) read and failed to understand the balance of my letter.

If there was any sarcasm intended in my letter, which I deny as intentional, it was not directed toward Local 83 but toward the International Office for not forcing the E. P. R. Company to live up to the agreement between this company and the I. B. E. W.

Because I happen to mention Local 83 in another following sentence, expressing another and entirely different thought, is

where Brother "Mac's" Scotch characteristics appear.

For the complete understanding of this letter it would be advisable to reprint part of my December writings which I am sending attached:

"No doubt you have all read the agreement with the Electrical Research Products, Inc., in October issue of the JOURNAL.

"As far as Local No. 40 is concerned it doesn't mean a thing, because we are not getting any of this work in the studios. Local No. 83 is doing the installation of the necessary wiring, but the installation of the regular equipment or apparatus necessary for the production of the sound pictures, is being done by imported workers of the Research Company.

"President Noonan assured us by letter to the local that we had the installation of all equipment, but as yet we are not allowed even in the rooms where this equipment is being installed, let alone being allowed to install it.

"The International Office is to be congratulated in the signing up of an agreement with a subsidiary of the Bell Telephone Company, but let the Brothers remember one thing, that it was the work in the theaters that this company was after.

"That is why we obtained this agreement and we hope that the Brothers who criticized Local No. 40 for signing our local agreement with the I. A. organization (conceding them certain electric work in the studios) will remember this in the future.

"Incidentally it was not Local 40 that was the real creator of this local agreement; we were only complying with a decision rendered in 1921, and we never complied with it until five years later.

"What Local No. 40 is interested in is the electrical work connected with the taking of sound pictures. After the installation work is over, and the studios start shooting with men on these jobs who are not entitled to this work, it will be hard to organize."

I will leave it to the Brothers if there is anything in the foregoing that should cause any man to burst into ink and complain.

The only grounds for complaint, to which any unprejudiced person might take exception, is my reference to President Noonan's letter, wherein I inadvertently used the words "us" and "we."

If Brother "Mac" will accept my humble apology, I will explain how I happened to use these words.

In my former articles and correspondence letters to the JOURNAL, I have tried consistently to refrain from using the personal pronoun "I" any more than absolutely necessary.

In doing this I acquired the habit of using the words, us, we, 40, Brothers, members, the local, and many others, as suited the writing, instead of saying I when it would have been easier and more to the point. I will admit I used these two words from force of habit alone and not in a literal sense. When I said "us" I meant Local 40 and when I said "we" I did not mean to imply Local 40 alone, but the whole I. B. E. W. in general.

I also wish to inform Local 83 that this agreement was made for the whole I. B. E. W. and not for Local 83 exclusively.

But the part of "Mac's" letter that aroused the merriment of Local 40 members most was his reference to "imported workers" and Local 83's insignificant 38 members doing work in the studios, when the I. B. E. W. ought to have, in the 25 or more studios in Los Angeles and vicinity at least 380 members doing the work they are entitled to.



I would like to call attention to the still-existing fact that the "imported workers" are still on the jobs that Local 40 is entitled to, and is after, and if Brother "Mac," in his official capacity, will visit the studios and gain first-hand information he will convince himself that every word, to the best of my ability, was and is still true.

When writing about equipment I don't mean conduit, terminal boxes, cans, wiring or necessary motors, but the actual apparatus that performs the necessary work of recording the voice on the film or records.

This work was and still is being installed and operated by men (imported workers) outside the I. B. E. W. In the last month our members are making some progress in securing this work.

It there is anything else that Brother "Mac" don't or can't understand it should not be necessary to remind him that the telephone system of Los Angeles is still working and that I or Local No. 40 will make public or private explanations to his complete understanding, without him broadcasting to the entire Brotherhood.

I wish further to state that when Local No. 83 protects her own jurisdiction in the theatres and other places to which it claims jurisdiction, then and not until then should Local No. 83 attempt to dictate and dominate the affairs and policies of Local No. 40 in the studios and vicinity.

My telephone number is Crestview 8703. If there is any veiled sarcasm in the foregoing call me up and I will elucidate.

PAT MURPHY,  
Press Secretary Pro Tem.

#### L. U. NO. 41, BUFFALO, N. Y.

Editor:

Since the last letter in the JOURNAL from Local No. 41, we have started to negotiate a new agreement. International Representative Arthur Bennett is here assisting us. We were very much interested regarding the outcome of New York City's five-day week agreement and would like to be able to enjoy similar conditions, but it is too early to say what the details of our agreement will be. Our business representative, William P. Fisher, was unanimously elected for another term, so it looks as if our "Bill" is doing good work and everybody is satisfied.

We have almost all of our men working at present. The pulling of the cable on the New York Central job here gave work to a number of them. This job is to be finished in the near future.

O. HOLZER.

#### L. U. NO. 68, DENVER, COLO.

Editor:

Our communication intended for February WORKER apparently reached its destination too late to permit of the entire process of deciphering, translating, etc., before setting in type; being of general, and, as some might say, partial interest, same was laid over for the March number. Much that we had intended submitting for March was thereby voluntarily withheld for this issue of the WORKER, which might tend to prove that we wish not to crowd the columns one month and be absent the next.

Our despatch this month is designed to impart news relative to recent activities of the Interlocal State Conference Board of Electrical Workers of Colorado, also a little nonsense to knock the edges off the serious attitude we too readily permit to become chronic through constant association with the present day hurry-up-John mode of living.

At a recent meeting of the conference

### We Beg Your Pardon

Try as the poor devil of an editor will, errors will creep in. In March the Journal was made to say that the good-looking crew from L. U. No. 308 had worked on the Snell Building in Miami. A stupid error. It should have been St. Petersburg. Please note, everybody. And we are eating humble pie, L. U. No. 308.

board, held in Denver, Locals No. 12, Pueblo; No. 113, Colorado Springs, and Nos. 111 and 68, Denver, were represented by three delegates each. H. W. Bell, International Office Representative, with headquarters at present in Salt Lake City, was present also.

Local No. 113 reported that linemen working for city were all union men and, while a recent request for increased pay was refused, conditions were nevertheless good. Colorado Springs has a municipally owned plant. Inside wiremen stated the new city license law and inspection code were now in effect with material results. Conditions good, work slack. Building trades council not functioning to degree desired.

Local No. 12 reported activities designed to secure a new inspection code patterned much after that in effect in jurisdictions of L. U. Nos. 113 and 68. Their delegates gave a very illuminating talk on the provisions of the old age pension adopted at recent international convention. Members are endeavoring to instill new life into building trades council. Trade shows signs of activity following a slack building period.

Local No. 111 is experiencing a condition similar to that found in many other localities where financing and public service measures in general appear to have their formulation in centralized quarters in the far east—Denver does not have a municipally owned plant. Brother Bell, International Representative, will shortly set the wheels in motion toward organizing linemen in this locality.

Local No. 68 reported active progress in the local metal trades body. This group is not attempting to replace the building trades council, as some crafts therein have asserted, but, on the contrary, due to a peculiar combination of circumstances, is in a position not only to better protect the interests of the metal trades but to add strength to the building trades as a whole. The local building trades council is not showing the militant front it should. This condition is the result of passive interest and the fact that utter disregard seems to attach itself to the respecting of jurisdictional award on the part of some crafts affiliated thereto. It is not infrequent, where certain material is to be installed and over which a question is raised, for the steward of one craft involved to have a wire from his general headquarters to stand pat as it is his work, while the representative of the other craft seems to be in possession of a wire of similar meaning from his general office. Some tradesmen feel that aggressive application down Washington way upon the part of active heads of the building trades departments in laying down the law in no uncertain terms as it pertains to jurisdictional awards would not only reflect itself in mutual trades regard in various districts but would inculcate a stronger spirit of co-operation as well.

The delegates of Local No. 68 also reported general conditions in Denver good, but an abundance of men to man all jobs.

Following an interesting address by the secretary of the Colorado State Federation on "Labor Legislation," the conference ad-

joined to meet in Colorado Springs this July 13 and 14.

The proposition relative to appointing a censor within our ranks to pass upon the output of our press secretary was knocked in the head. Some of the "sixty-eighters" thought action of a similar nature should be taken with our scribe; others suggested leniency in the form of another trial. Members having done jury duty the past winter, however, swung the vote in favor of giving the writer enough rope so he would hang himself. As our budget for this year has placed no funds at the disposal of the local for the removal of obsessed or depressed scribes, the latter method received the endorsement of the economically inclined, in addition to support from advocates of the no-helper system.

Many of the boys feel, in that our magazine is representative of the worker, more space in our articles should be devoted to the discussion of matters pertaining to labor and less to dissemination of blarney. Here is food for thought. Spice will be added at our next open forum.

Our larger jobs are completed with prospects of work of like magnitude not in view. Several of the boys are considering leaving for other parts—a customary antidote, also, for spring fever. Members of permanently localized tendencies resort to a course of baths and liberal dosages of sulphur and molasses, such as mother used to make 'em take in combating this fever of a seasonable nature. Our financial secretary, seeming to sense when several of the regulars will be demanding traveling cards, has been in the habit of having same filled out ready for call. When their pedal extremities take on symptoms of itchy feet he hands 'em their passports. One of the boys fooled him last spring. 'Twas chilblains and not the urge to travel that time.

We may appear here next month unless the unravelling of time brings us to end of the aforementioned rope.

JACK HUNTER.

#### L. U. NO. 77, SEATTLE, WASH.

Editor:

Seattle has just had a city election for councilmen and school board and labor played a very good part in it; we are improving right along, we are beginning to know our strength.

There is a town that we pick up by twisting and turning of the dial that brings forth KWKH or KWEA where Local No. 194 is located. I see in the February edition that they are about to enjoy the five-day week; power to you 194, we know you will profit by it. We have been enjoying it for some time and it has been a condition that has kept more men at work. Let us hope by the end of this year that all of the press secretaries will be telling about their five-day week.

We sure are pleased to see some of the old locals back in print again. We would like to see more of them making use of the JOURNAL; that is one of the many things it was established for.

E. M. McDONALD.

#### L. U. NO. 80, NORFOLK, VA.

Editor:

Well, Brothers, we are not dead in Norfolk, Va.

We don't sit in the meadow and wait for the cow to back up and be milked, we go after the cow.

We are now calling on our last resource for help, that is S. S. Kresge Company; they have a very large job here. They are unfair to organized labor and we wish



every member would take notice. Every member should get busy and govern himself accordingly.

We realize that any system can be defeated by one single man who places himself out of harmony with it.

We haven't very much work in Norfolk, as it is these people who are doing the only worth while job in Norfolk. The men employ only RATS.

Brothers, we are unable to print the things we would like to say, but if you are a real union man, you know what it will mean when union men have to suffer for the so-called RATS.

You know what we want and we are expecting your support. Thanking you.

W. C. CARRAWAY.

#### L. U. NO. 84, ATLANTA, GA.

Editor:

We are glad to report we're still on the map and pushing and pulling for progress.

Before I attempt to give the news of our section, I want to offer congratulations to our Editor on the many good articles in the last issue of the WORKER. I, for one, appreciate the efforts being made to give the membership the cold facts. There were a number of good letters also.

Local Unions Nos. 84 and 613 were entertained on the night of January 14, by our ladies' auxiliary, in celebrating their first anniversary; they gave a party; plenty of eats and a splendid program, mostly musical; also some very pretty dancing. Our quartette was the big hit of the program.

Our auxiliary has made great progress in the past year and is due worlds of praise for their efforts. The membership is increasing rapidly, and is taking lots of interest in the affairs, attending meetings and all taking an active part. At some of their meetings they have more than three-fourths of their membership present. Lately they have had several inquiries from wives of electrical workers in several parts of the country, asking information about forming auxiliaries. They are glad to give all the assistance they can in helping groups of women to organize. This is a great work, and I am certainly glad to see so much interest shown.

Since my last letter our new city electrician took over his office, looks as if we will get a square deal now. Of course, you can't always tell, but we have one consolation, we know an office-holder can be defeated by the same voters that elected him. We were lucky enough to have three of our members selected as assistants; Brothers George Kilburne and Dewey Johnson as inspectors, and Brother Bruce Stroud in charge of signal work.

Our sister, Local No. 613, is enjoying some better conditions now than in the past. On February 1, they received an increase in pay—giving them \$1.12½ per hour or \$9 for an eight-hour day, with double time for all overtime. All their members are at work at the present time. Prospects are better for them than in a long time. We are certainly glad to see them prosper. It has taken a long, hard fight for them to get better conditions. Their membership dwindled to 12 members, now they are on the upbuild; have over 100 members. Just shows what men can do when they really have the spirit and will stick to the organization.

We are having some better attendance at our meetings, but haven't the attendance we should have. But, we are not discouraged as there are lots of locals complaining of their poor attendance.

Well, as "Henry" said, it won't be long till our next convention. We hope to send our quartette down, so the boys can hear a real quartette. There have been a number of requests for them.

Hoping to have more news next month.

W. L. MARBUT.

#### L. U. NO. 100, FRESNO, CALIF.

Editor:

For the information of those most interested, and that takes in some of our own members, we have elected for president, Brother Thos. Catich; vice president, A. H. Lockwood; financial secretary, C. R. Russell; treasurer, E. C. Bryan, and for recording secretary, J. H. Robinson. Not many changes; they must have been partly satisfied, to say the least.

How are things, did you say? Not so bad, and then, not so good. But at that, if reports in the JOURNAL are worth anything, I guess we could be worse off than we are. The members that we have, work part of the time and everyone will have to admit, that's better than no work at all.

In the JOURNAL of February, which I have just received, there is an article of quite some importance, and to me, it came at what might be called the opportune moment. The article mentioned was written by L. C. Beverley of Local Union No. 176.

To get the argument before the house in a manner that is clear and concise, I might state that, during the last two years our jurisdiction has been invaded by a gang of—so-called—sign hangers, working mostly, I believe, out of San Francisco.

The building trades for some reason, have been unable to handle them, and on top of that there has been an ordinance passed in the city that doesn't help matters as far as we are concerned, but as I said before, to get this before the house I will quote to the world at large two sections from two ordinances—one from each—and I will ask that whosoever will—including the Editor—might give me their interpretation of the two sections.

First—from the electrical ordinance.

**ELECTRICAL EQUIPMENT:**—Any or all electrical wires, appliances, conduits, fixtures, apparatus, and/or devices in, on or about buildings and on private or public property in the City of Fresno, used for the conveying, carrying, or consumption of electrical energy.

This section comes under the head of definitions and, as you see defines electrical equipment. BUT. There is an ordinance to cover signs and the section I mentioned says:

**Section 2. GENERAL:**—All signs shall be considered and defined as structures, etc., or, in the words of the city office force, as part of the building.

We have put up some of the same arguments that are presented by Local Union No. 176 that, in my mind are covered by the first section of the electrical ordinance above quoted, and to see how many opinions we get that might help our side of the case, I am putting it before the members in this form.

So don't be bashful; let's have your opinion. Does an electric sign come under the heading of electrical equipment as given above or not? And you can answer either through the JOURNAL or personally to the writer.

I will let you know later how things come out, so in the meantime, don't do anything that I wouldn't.

J. H. ROBINSON.

Spend your union-earned money where you will receive benefit therefrom—ask for the union label, card and button.

#### L. U. NO. 108, TAMPA, FLA.

Editor:

It looks as if we were going to have to do something about getting some of our members to come out oftener on meeting nights as so many of our Brothers with regular attendance records are leaving for parts in the north. Brother Ted Figentzer resigned his office as inspector and trustee to return to New York City—his home. Brother Bob Jack left us to work in Atlanta or some other place. Brothers Samples, Terrell, and Morgan have joined the bird gang, also. So, if this keeps up, some of our seldom present Brothers, of which there are quite a few, will have to come out of their shells. We sure hope they can read and that they take the hint to attend meetings hereafter.

We met Brother McGahy down on the "main drag" today. He is raising chickens for pastime. He didn't say whether his chickens laid union eggs or not; but we have an idea that he is trying to make them work overtime as he has absented himself from a couple of meetings lately.

We had expectations of having a number of new members by now, but things have not worked out accordingly. We have sent circular letters to prospective members each week. We were awaiting word as to when a representative from the International Office would arrive before setting the date for our open meeting. But I guess the International Office considers that this is our battle and that we should put it across, for they have failed to aid us so far. However, we hope to make a success of our membership campaign.

R. J. HAMILTON.

#### L. U. NO. 110, ST. PAUL, MINN.

Editor:

In my last letter I dealt mostly with the poor attendance and non-interest of the members, but must say a nice improvement has been shown in attendance.

I cannot say what the drawing power was, maybe the new life shown by some of the members who think it is time to progress, at any rate, more power, progressives.

A word or two about the loyalty of the members, it seems to the writer that the man who becomes a member, too soon forgets his obligation to the I. B. E. W., and his L. U. He regards the L. U. as a place that creates work and jobs and a high standard of living without his full co-operation. When no work is forthcoming from his L. U. he begins to complain, that the officers are this and that and not doing their duty, that the local is run by a few, and many other complaints. Yet, he stays away from meetings, instead of coming up and using his ideas and suggestions, and backing the officers. It doesn't cost one penny for all that energy to keep on plugging and results are bound to come.

The member who attends the meetings regularly and helps settle disputes with his judgment becomes loyal (and we need more loyalty) but that loyalty does not stop there, it should be carried to the shop, the job and that I. B. E. W. loyalty should and would create a better friendship among his fellow workmen, thereby eliminating that petty jealousy that seems to exist.

In the larger L. U. there is a better understanding of loyalty and unity with the results of a stronger local, better working conditions and a larger pay envelope.

Take one string, and that is easily broken, but take many strings, put them all together and they are mighty hard to break. So I say Brothers, bunch up like the strings and we will be mighty hard to break, and our



results will be greater by solid unity.

Loyalty and Unity equal Power and Progress. A motion carried at our last regular meeting to hold March 5 open house, invites all, especially the ex-members.

E. W. BROWN.

### L. U. NO. 163, WILKES-BARRE, PA.

Editor:

Hello! Everybody!

The most important thing I can say at this time is, I am glad to see so many locals that have gained the five-day week, and now this little local felt big last meeting night and placed the five-day week and \$1.25 per hour in our new agreement to go into effect May 1, 1929, and we will get it, that's all. This bunch of sleepy bozos have been dragging along the last three or four years without anything new or exciting and I think it is now time for the old Rip Van Winkle to get out and clean up. This means each and every man. The contractors' old sob stuff, viz: keen competition, decrease in building activities, the over-head expense, the business of the Valley will not afford it, and say, I could mention a few more such remarks they make, and at the same time they know only some of what they say is true, and so do we. Now it is our year to give out our sob stuff, and the five-day week means more of our members receive employment and gives us Saturday and Sunday to do what we have to do. And the \$1.25 per hour increases your weekly wage rate to \$50. So you fellows who give the officers merry hell on the street because you don't get enough pay, must for your own benefit attend all meetings until the new wage agreement has been signed, and if you do not attend as I mentioned, then suffer to yourself. The roll call book that you sign will be referred to, to show your attendance at all such meetings. Don't forget now, Brother MacMillan, who is our husky financial secretary, is also acting the part of business agent and as a B. A. he is a damn good collector. He has the full power as B. A. and can jerk you right off any job where you are wrong, or the job is wrong.

Now, fellows, another thing that must stop in the meetings are those personal feelings of yours, always thinking you are getting the bumps. Only this meeting past, the 26th, there were some few who criticized the executive board and the executive board did only as they have done in the past when an emergency arises, and we do not expect to pull any funny stuff and have the local criticized again. When I explained the case, which I am referring to, I was requested not to mention any names, by the executive board. On account of everybody hearing such remarks, will naturally embarrass the parties involved, it was necessary to mention names and you got it. And how do you feel? In some locals you do not hear it all, for if you did there would not be any conditions or wages, for there is always some good faithful ready to broadcast the meeting as soon as the meeting is adjourned, and the job you are going to do has to have all new plans drawn up because Mr. Contractor heard it first. So, sink this in yourself from your hair to waist line.

PARKS.

### L. U. NO. 193, SPRINGFIELD, ILL.

Editor:

The state health director of Illinois stated that the total deaths, due to automobile accidents in Illinois last year was 2,068, which is a 16 per cent increase over 1927.

Overshadowing in volume the deaths from

all but half a score of the most fatal diseases, such as heart disease and cancer, the increased life toll amounted to 7 per cent down-state. Motor trucks were involved in 13 per cent of all fatal accidents. "As a cause of death, automobile accidents now far surpass any of the ordinary epidemic diseases," the bulletin reads. Indeed, the number of fatalities last year resulting from accidents involving motor vehicles was considerably greater than from diphtheria, measles, typhoid fever, infantile paralysis, scarlet fever, small pox, and meningitis combined. These diseases, some of which were once regarded as man's worst plagues, are now mild and insignificant compared with this new, man-made hazard of life. At the root of the difficulty is the fact that the use of mechanical energy has increased at a far greater rate than the maximum speed limit of man's capacity for adjusting himself to the new environment which machines have created. Fifty years ago there was no reason for the child at play or the pedestrian on the street to be incessantly alert for his life. Few individuals then had command over mechanical power that required everlasting vigilance and self-control to keep it from being changed from a blessing into a curse. Fifty years is too short a period in which to change the traditional mental habits of the whole population of civilized nations to this new situation. Traffic laws of various kinds will help to speed man's adjustment to the machine age. To license drivers and deny the privilege of driving to the reckless will help some. Ultimate solution of the problem depends, however, upon education. People will simply have to learn that appetite for speed may be more disastrous than appetite for drink and will have to control it accordingly. They will have to learn that chance taking with mechanical power is a cardinal sin, too deadly for indulgence.

Workingmen or men who have to work to get along or earn money to pay the freight for meals or pay the grocer cannot afford to play with mechanical power. Owning a car to him means just about the same, as if he figured on gambling to make extra money. Either one of these pastime pleasures will take all the money he may invest and the results of both are the same—a losing game of all that he places in the pleasure. On the other hand if the workingman would place the like amount in good insurance he would have a very good nest-egg by the time he gets to the age where it is hard to get employment. I realize that this is dry reading to most of our dear Brothers. All I may add is that it may be gain in the long run if taken under consideration. Consider while you are able to earn fair wages; later on it will be too late to do any good. In and around here we are not going to be rushed with work the coming year as it now appears, no extra work on the list. We hope that it may look better other places.

F. C. HUSE.

### L. U. NO. 200, ANACONDA, MONT.

Editor:

Brothers, everywhere, take notice, the Bell Telephone Company has just signed a two year contract with the men and they have a large program for the state of Montana, about two and a half years' work, mostly in the eastern part of the state. Part of the contract is as follows: Linemen, \$7; camp, \$5.50 and beans, cable splicers, \$8. Four ways on company time to and from work.

Any Brother wanting further information write Brother T. J. Roe, recording secretary, Local No. 200, I. B. E. W., Anaconda, Mont.

To the Brothers of all locals of electrical

workers. We, the Brothers of Local No. 200, Anaconda, Mont., International Brotherhood of Electrical Workers, have been looked upon by the clerks union No. 1041, as unjust toward organized labor for our stand along with other local unions in regards to Marco Hotti, a local merchant. We have investigated and found Marco Hotti, as near as our committee can ascertain, has more union principles than a lot of other stores in the city.

Our committee was selected from men of over 10 years good standing and men who have been in several labor disputes and know the true meaning of an eight-hour day.

The undersigned clause, unfair, is as was published by the clerks of Local No. 1041:

#### UNFAIR!

On account of his refusal to comply with the working rules of Anaconda Retail Clerks' Union, No. 1041, the store of

#### Marco Hotti

has been declared unfair to organized labor by the Anaconda Retail Clerks' Union and by all of the various union organizations affiliated with the Central Labor Council of Anaconda.

Labor unions were organized to secure better wages, hours and working conditions. The Clerks' Union has a working rule requiring proprietors to close at 6 o'clock and remain closed Sundays and holidays. Any proprietor who violates that rule is as unfair to organized labor as the merchant who fails to pay the wage scale.

#### THERE IS NO EXCUSE FOR THE PEOPLE OF ANACONDA BUYING AFTER 6 O'CLOCK CLOSING HOUR

The progressive merchants of Anaconda have faithfully observed the 6 o'clock closing hour and they are entitled to the support of organized labor against unfair competition from sources that would destroy the established rule that gives all fair-minded business men an equal chance.

#### Anaconda Retail Clerks Union No. 1041 Central Labor Council of Anaconda

The first clause states, declared unfair, by various unions of the Central Labor Council. Wish to state there are 22 local unions here and five belong to the council.

The second clause states, hours and wage scale. Will state the so-called union store employing union help, paid the girls 20 cents an hour and the clerks' union had the employer deduct 50 cents from their week's pay as a permit to work. Just think men, 20 cents an hour union wages. Mr. Marco Hotti did show the committee, cancelled check from his girl help, when he had paid no less than \$24 per week. Is that unfair, I ask you?

Relation to hours. The so-called union stores, some of them have a new system. If a clerk lays off a day or is sick or other business, he is not deducted his day's wage, but in turn he will work night after night till nine and ten o'clock, restocking the shelves. Is that an eight-hour day? Not to Local No. 200, no. Again I can, and will, take you for a walk around town and show you music stores open after hours, demonstrating radios and such. There are about 27 smaller stores around town open from 6.30 a. m. till 12 midnight. Is that union eight hours?

Mr. Marco Hotti has two shifts of eight hours and no clerk works over eight hours, and on top of this he has a letter from the state officials stating they find nothing wrong in his business. Also, he will give \$1,000 to any one who can find any clerk



working over eight hours in his store. Will the other stores do the same?

Brothers, the clerks' union have written our grand lodge relative our stand and I will state here we have made our stand on the wages and the eight-hour day and will stay put till the clerks can prove anything on Marco Hotti.

Brothers, one and all, please let us hear from some of you, relative to our stand. We declare Marco Hotti is fair to organized labor and as to wages and hours we find him O. K.

Please print this in this month's issue as we would like to hear from the other Brothers.

R. J. MORRISON.

#### L. U. NO. 211, ATLANTIC CITY, N. J.

Editor:

"Flu" and procrastination had us down. that accounts for our missing out in last month's JOURNAL. Some of the "dear Brothers" were unkind enough to remark that it was hook-worm.

While we are apologizing we might mention right now that it seems our celebrated "espionage department" has gone hay-wire, as we have "Bachie's" (himself, in person) word for it that if he has fallen heir to a legacy he does not know anything about it. Those things are scarce around these parts, it is agreed, but we were hoping it was true.

Watta Woid! Brother Herbert had the gang on the convention hall job all stirred up over the report that he had a dollar on the winning number, which meant \$700 to provide a little entertainment—but it was some more of "that stuff."

Our hat's off to Brother L. C. Beverly, Local No. 176, Joliet, Ill., for his efforts in retaining the right for electricians to hang and maintain electric signs. That we are interested, a glance along the Boardwalk of an evening will satisfy as to the amount of employment these furnish our members.

It will relieve the anxiety of the many friends of Brother Bert Martin, to know that the operation for the removal of his leg was performed successfully at the Jefferson Hospital in Philadelphia. Local No. 211 wishes to thank the officers and members of Local No. 98, of Philadelphia, for the interest and many kindnesses shown him. After being an invalid for the past three years his physicians decided this was the only way out.

This brings to our attention the law for the protection of workmen—"compensation." There are many rules and regulations to be observed in order to secure its benefits, chief of which is the making out of a report on the injury. Many men pass over an injury with "it will be o. k. in a little while." After some time has elapsed infection sets in and it becomes a difficult matter to prove the cause of the ailment so that the victim may recover for doctor's fees and loss of wages.

That's a good subject to bring up at the next meeting under "good of the union."

Our business representative, Brother W. E. Cameron, is wearing a smile caused by several calls at the office for men, cutting down the attendance at the day room.

I know some of the Brothers will say: There he goes chasing rainbows again. The A. C. Electric Company have torn down their old office building along with two adjoining properties and started construction work on an up-to-date, fire-proof office building. The electrical contract was awarded to Howard Blackman, which assures us that proper working conditions will be in force as has been proven in the past by his friendly co-operation with Local No. 211. The electric company is also planning the installation of their lines underground within the city limits. This may seem impossible considering that

water is struck at three feet, but this is the age of flying machines and radio.

G. M. S.

#### L. U. NO. 238, ASHEVILLE, N. C.

Editor:

Just a line to let the boys know how things are here, and the deal we got from the H. K. Ferguson Co., general contractor for the new rayon plant that is being built near Asheville.

The electrical work for the plant is the largest job in the state, and one of the longest in the south, and was let to an unfair contractor. We had been given to understand from the time the job started, that the electrical work would be done by union labor (I suppose most of you know that Ferguson is a fair contractor, or is supposed to be).

We had trouble at the beginning of the job, for they did all temporary work with common laborers and rats. We gave them the temporary work on the word of Mr. Swanson that all permanent work would be done by union labor. That was his promise to Mr. Bennett and Mr. Embler our B. A. This local took him at his word, and this is what we got. Mr. Embler went to see Mr. Swanson after the contract was let, but his promise meant nothing. He says that he has nothing to do with the job now. Mr. Embler also saw Mr. Hitchcocke, superintendent of the Electric Contracting Co.; he said that he was given to understand that it was to be an open job and he is going to run it open. We can tell more about that in a few days, as we're going to get an International man in here within the next day or so, and get something done one way or the other. But, it won't be on any false promises this time. So Brothers, until this local calls for men (which we will if we need them), it will be best just to stay home, or head somewhere else where they AIN'T having trouble.

L. L. BECK.

#### L. U. NO. 245, TOLEDO, OHIO

Editor:

It is with deep regret that I must start this month's correspondence with the news of the loss of so good a friend to all of us here in Toledo. Brother Balsizor met his end while at work at his profession at a substation at the Overland plant. He slipped and came in contact with a phase of 33,000. Well, it's the same old story, one slip and mourning starts. No worker ever did have any luck at the Overland plant any way.

When you boys read this, then the hill will be green again and the dandelion will be fermenting in the crocks, thus ending a severe winter. We had eight weeks of constant freezing weather and if spring hadn't have come soon, something would have frozen up around here. No. 245 hasn't any news for this month, in fact there hasn't been any for quite a spell but my hands itch for the typewriter once in a while and that explains these lengthy columns of nonsense each 30 days. But the truth of the matter is that we are in a rut here and in that rut we will undoubtedly stay until the time the awakening comes. That is sure to come, maybe not in time to do us any good but it is going to take a sad awakening to bring organized labor back to their senses again. How true to form it is that if you fuel a fire the flame will continue, but allow the fuel to burn out and the fire dies. The narrow backs and a few other crafts are supplying the fuel that keeps the flame of the I. B. E. W. glowing. The linemen's locals with few exceptions, are standing up to the fire, but not supplying any wood for it. You might say I am, for ain't I paying my dues? Behave yourself, for if that is all you are doing then you are

merely standing by the fire. What is being done through your different representation in state legislation? What is being done through your own city law bodies? Your own central labor body?

If your central labor body isn't any more active than our little body here in Toledo, then you might as well roll up your sleeves and enjoy a good laugh up the same. Oh yes, we have one, for it is listed in the telephone book. The Toledo Central Labor Body a few years back was one of the most active bodies in the States. Each individual local had its central labor delegate that attended their meeting and reported back, and co-operation was assured from either side. Controversies taken before that body then were always thrashed out and some kind of a satisfactory agreement was arrived at. Between 15,000 and 20,000 paid up members were working at the various crafts under its jurisdiction. But that was before the war and before the Housewives League and the League of Women Voters took over the executive council. Then there was an active head at the head of it and the president was changed at certain intervals so as to keep up the activity. But, like other organizations of today, a czar now rules. An immovable body sits in the chair. One moment, please, while I bracket the last sentence, (sits in a chair). That's better.

While the city council was fighting pro and con for an increase for city labor, was the labor union representative there to voice his opinions? He was not. Have we all got delegations attending their meetings? We have not. Why? There would have to be a delegation of four before you could have a pinocle game. That, gentlemen, is the main reason that the number of union men has dwindled from 15,000 to a paltry few thousand in those few years. Calling upon the central body for assistance would be like trying to burn a lineman in the clear by turning on more power and the movement here is doomed unless this czar or czars are removed and replaced by some one who draws their salary on the value received basis and not given a life time job unless their life is devoted to the cause. It is getting harder and harder for a man to pay dues here each year, and a lot of credit should go to those that have hung on. No raise for a period of six years and you inquire about a pending wage dispute. Then brighten up on your geography for you are bound to get a visual trip to China, Russia, Panama, Italy, or England. And after you are brought back to Toledo again, after comparing your conditions with the ignorant and the heathen, you are told that you have the best lineman's job in the world. The boys know that they are being taken for a ride, but how are the average linemen going to combat with a learned man intelligent enough to take you around the world and sit you down again in your own meeting room in 20 minutes, showing six of the seven wonders and adding two more for good luck? Then take your own membership. How many are willing to occupy the different offices within your organization? If there is one, you're lucky. The motto is let George do it, and then George don't show up. An office gets vacated and remains that way. Every one declines a nomination, offering various excuses. Topics coming up on the floor with practically no discussion. But why take up your time reading this?

You men in Toledo know it already and you men elsewhere are not interested. And, now, you men up in Canada; what would you think if a man from this district came up there with a little telephone experience and got in with your hot wire men and asked one of you to help him out and you did so and then after six years this man shows his ap-



preciation by refusing to take out a card? We have one like that in our midst, yes, a Canadian, but good riddance to you boys. But the law protects him down here. He has but few friends and they hibernate in the winter.

The recording secretary is confined at home with a broken leg, that means six weeks in a cast, and that throws all his duties on the press secretary. But I will have lots of time to perform them.

I want to say, before closing, that I will accept that Brother's challenge from Detroit, who signs himself 636-696, and let all hope that it will be a friendly little warfare with no casualties. You won't find me hard to beat as a poet, for I am a better song writer than I am a poet. I wrote Mother McCree and Margery, but neither one of them ever answered. So let's all turn to the "There is one on every Job" page, and see what Brother 636-696 has to offer.

EDW. E. DUKESHIRE.

#### L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

Of course, in the present state of development, human society cannot do without laws and the enforcement thereof, even though the results obtained, through the law's operation, are far from perfect and leave much to be desired. And yet the advantages derived from being a law governed people, are only in direct proportion to the amount of respect that inheres in the public mind for the law. This being so and remembering the fact that the people will only give respect where respect is due, we should be very careful to do nothing either by legislative enactment or through misdirected efforts of enforcement that would tend to bring discredit to our legal system. But have we done this, are we doing this? Emphatically no!

When we consider the many travesties on justice that are brought to the attention of the people every day, one wonders how long the public will continue to hold what respect for the law they still have.

As examples, illustrative of what I am alluding to, consider such cases as the crying abuse of the injunction by the courts in labor disputes, the sentencing of a woman in Michigan a short time ago to life imprisonment under the Baums law because she had been convicted a few times of violating the prohibition law, a law, by the way, that is violated every day by, probably, a majority of the people of this country; the evasion of payment by the Standard Oil Company of the \$29,000,000 fine that was assessed against it some years ago; the apparent immunity from punishment of those implicated in the oil scandals of Teapot Dome and Crown Hill; and many people consider the case of Leopold and Loeb a flagrant miscarriage of justice. So much for cases of this nature. Let us now look at the legislative phase. Take the eighteenth amendment, a law that has been made a part of the supreme law of the land, yet a law that is so unpopular that its proper enforcement has been an impossibility for 10 years and is so today, a law of which the attempted enforcement has cost this country untold millions besides losing many more millions to the country in unpaid revenue and one that, if the truth were known, is being broken by the majority of the people. Then there are several examples of a similar character among state laws such as the anti-cigarette law, the anti-Sunday baseball law and many others.

These are the things that engender in the public mind a contempt for the law, and these are the conditions that have got to be changed before it will be possible to eradi-

cate that contempt and replace it with a high regard and proper respect for the entire law of the land, a prodigious undertaking indeed.

The great mass of the people are not inherently vicious or bad. The tendency to crime is only due to heredity in less than one case out of a thousand, if at all. Environment and circumstances make the criminal in nearly every case. It is true that different people react differently to the same conditions but there again circumstances and environment have already molded their respective characters in such a way as to cause them to do so. Conditions make the criminal.

I am not one that believes that human nature cannot be changed. It can be changed—in fact it is gradually changing as history shows us—if the proper methods are used and sufficient time is allowed, but it is a long, slow process with the exactness of the desired result rather uncertain.

The point I wish to make is that this prevalent state of affairs of a rather popular disrespect for law, can only be remedied in one of two ways, viz.; by changing human nature so that it will react differently to the conditions, or by changing the condition so that human nature will react in a different manner. However, the main trouble with the first of these alternatives is the fact that the condition is already changing human nature through the reaction that it stimulates, but changing it in the wrong way. The problem is a deep one requiring a careful study of the situation by those possessing an accurate understanding of social psychology. What needs to be done is plain, but how it is to be done, that is another matter. The real solution is a job for experts.

W. WAPLES.

#### L. U. NO. 308, ST. PETERSBURG, FLA.

Editor:

I got the raspberries from the Brothers of this local for the mistake that has been made on page 157 of last month's JOURNAL viz.: putting the word Miami instead of St. Petersburg under the photo of the crew on the Snell job.

I cannot say if the fault is yours or not, only this, that the wish of the local is that you rectify it. I wish to thank you for putting our mugs in the JOURNAL and feel proud that we have a loyal bunch here and they are pulling together. And, again, I must say, can't we all be proud of our new headquarters in Washington?

On February 25, we had a smoker and invited all the larger contractors, union and otherwise, also their employees, architects and inspectors. It was a fine gathering and a few of the derelict Brothers strolled in and hand-shaking was in order. We had quite a lengthy discussion of the new additions to the code book, and the boys kept Joe busy answering questions. The gathering was a success and I believe has been the cause indirectly of getting the Southern Electric Company to sign up which makes them fair again. Let us have some more of that kind of stuff. There has been quite a bit of residence work getting away from us, so we decided to put a business agent in the field, and our worthy Brother Banks was chosen for the job. Good luck old top and you can consider we are with you all the way. The green benches are thinning out now as a lot of the tourists are leaving; this was the best season St. Petersburg had and I believe we are going right along. There has been over a million dollars worth of real estate sold. I think that will help some. There is

talk of building a municipal stadium within the year and also a larger airport.

Union labor has joined hands with the progressive club, a nonpolitical organization, that are promoting industries for the "Burg."

Well, Hamilton, I hope you boys get what you want after last month, and I am doing my best to help. I say, Warren, I have quite a few chips piled up, but none on my shoulder. Keep at it old boy, you are doing fine. At this writing the last game was played here for the spring training season of baseball, and the score was 10 to 2 in favor of the Cardinals. It was good to see the old veteran Alexander strike out Babe Ruth twice. Last week we had the Festival of States and the parade was fine, each state represented by a float decorated symbolically. Being a little busy with my strawberry patch, I must sign off. Thanks.

THE WOODCHOPPER.

#### L. U. NO. 309, E. ST. LOUIS, ILL.

Editor:

The February issue of the JOURNAL published a list of local unions of the International Brotherhood of Electrical Workers that are enjoying the five day week. I regret that due to some oversight that Local No. 309 was not included with those mentioned. We know that we are pioneers in the movement, since we have been enjoying the benefits of a 40-hour week for a period of nearly two years. Many more local unions should make efforts to be added to the present number. (Editor's Note:—Sorry, now corrected.)

Recently a committee was appointed to work with the trustees to look into the matter of buying or building a hall of our own. Fully realizing that this will be no small task, I hope that the committee will not be discharged until the name of our Brotherhood is placed on a suitable structure here in East St. Louis, Ill. I am sure that any suggestions from the membership will be gladly considered by those appointed. From lack of enthusiasm a previously appointed committee did not get very far. Let us all get into the building spirit 100 per cent.

Yes, we paid our rent, but nevertheless we must vacate our present hall, which is to be closed this first of April. Our new meeting place will be the Knights of Pythias Hall at Thirteenth Street and St. Louis Ave., the first and third Thursdays of each month, commencing April 4.

The entertainment committee has not yet been appointed so I have no report to make on a get-together.

Our new city code has already borne fruit and the untiring efforts of the committee have been appreciated by all.

J. B. NUGENT.

#### L. U. NO. 340, SACRAMENTO, CALIF.

Editor:

Hope you all enjoyed a story from this local and what the reporter had to say about the grand ball, as told in the March number. Strange to say that dance committee had not made a full report up to March 18 and those who read our JOURNAL got in on the low down. At this time it might be well to add that it is said by one of the old timers here that the first moving picture made in Sacramento was made at the electrical workers ball, held in old Turner Hall. That was many years ago and held jointly between Locals No. 36 and No. 340. Local No. 36 is one of the few line-men's locals in California still active.

Mr. W. J. Delehanty, electrical engineer representing the General Electric Company of this district, with headquarters in Sacramento, gave an interesting and instructive talk to the members of this local on March



11. He talked on new electrical equipment developed by the General Electric Company. His remarks were well received. "Del" is always willing to aid the boys in Local No. 340 and mutual friendship prevails. This local recently voted to set aside one meeting night in each month for educational features and to invite an outside speaker in to discuss the subject selected.

The local has passed on some new by-laws and working rules. Scale is still \$10 per day of eight hours and five and one-half days per week; closed shop with the electrical workers as well as all the building trades. Our membership is around 80 now and the dues are \$7.50 per month, except in extremely slack times when they are reduced to \$4 per month. In case a member does not work five days per month then his dues are \$4 per month. The dues are divided into a general fund, business agent's fund, sick fund, convention fund and defense fund. Out of the dues the local pays all running expenses; keeps a business representative on the job, affiliates with two central bodies, pays the per capita to the International Office, pays \$10 per week sick benefits for 10 weeks, pays for subscription to the local labor paper which goes to each member and pays into a convention fund so that a delegate can be sent to the International convention. Also an allotment is set aside for defense, a feature which this local believes is worth while. This fund has been running for some time and has built up a neat sum. It cannot be touched except in case of trouble or defense. During the past year the local has been running behind, due principally to loaning out too much money to its members on notes which were not paid. These members were ordered to pay up at the rate of \$1 per day for each day worked or come off of the job. A new measure was adopted which will increase the general fund by changing the allotment to each fund, thus avoiding raising the dues.

Armistice Day is a new holiday adopted. It has been advocated for several years by this local before the Sacramento Building Trades Council, which they recently adopted. Now all the building trades will observe same and it is hoped that the merchants will also observe this day and close their stores.

Bert M. Miller, business representative of Local No. 340, was invited by the vocational trainer to speak at the vocational high school recently. He said in his talk to the young tradesmen that they should prepare themselves to meet the present issues by securing training from practical men who have been through the school of hard knocks. The vocational high school believes the boys should get their training from practical journeymen, it is said.

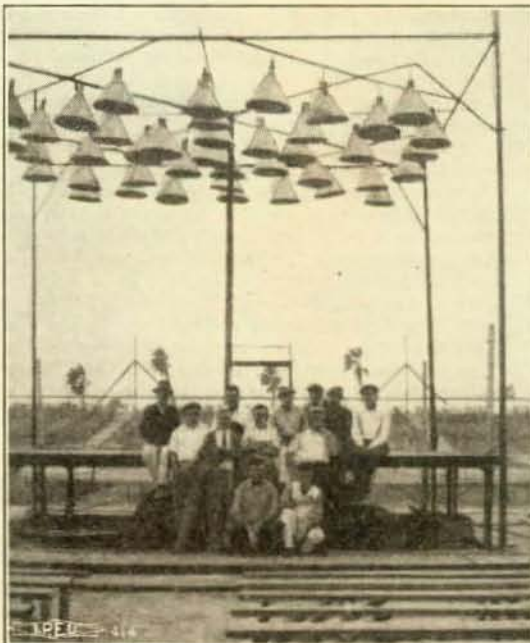
AL. DANIELSON.

#### L. U. NO. 349, MIAMI, FLA.

Editor:

Having entertained President Hoover, Vice President Curtis, Ex-Governor Al Smith, President William Green, International President James P. Noonan, the executive council of the A. F. of L. and about 200,000 other luminaries of greater or less candle power, Local Union No. 349 and the city of Miami are now turning their attention towards getting ready to entertain the international convention of the I. B. E. W., in September. It has come to our attention that some delegates did not care to come to Miami in September, fearing that it would be too hot here at that time. Let me tell you, Brothers, you will find the

weather just as pleasant here at that time as it is in your home town. We will be pleased to refer you to International President James P. Noonan, Boomer Davis, or any traveling Brother that ever spent the summer here. Remember, Brothers, we are only 40 miles from Nassau and less than two hours from Cuba by plane, so do not let a small thing like heat worry you. There are many ways to overcome that, the names of some of which are only memories to some of the delegates. So do not be so foolish or extravagant as to B. Y. O. L. to this convention. We wish to thank the Brothers for not pouring in on us this winter. We only had a few and they were genuine tourists who merely dropped in to say hello and re-



MEMBERS OF L. U. 349, INSTALLING 40 1,000-WATT LIGHTS OVER THE RING FOR THE SHARK-STRIBLING FIGHT IN FLAMINGO PARK, MIAMI, FLA.

new old acquaintances. As it was we were able to place nearly all of our members during the rush. But at this writing half of the local is on the streets again. We are living in hopes that later on conditions will improve so we can place most of the members who care to take a chance on staying here this summer. L. U. No. 349, as well as the local building trades council, has made good progress in the last eight months due principally to the able and untiring efforts of Brother Evans and if we could only get some real buildings, instead of so many proposed ones, organized labor might enjoy a good summer.

Now, Brothers, this is confidential, so do not broadcast it. While in our city, our very modest International President, James P. Noonan, went out in the gulf stream to duplicate President Hoover's feat of catching a sail fish. You may reasonably doubt his word, but you must believe me, he caught the twin brother of Hoover's fish, just the same length and weight. While Hoover received the most publicity in the press, the writer feels that Brother Noonan is entitled to favorable mention in the JOURNAL, and I have a picture of him in action which I will try to get in the next issue. We were glad to hear Brother Noonan speak of conditions looking better in general and we feel that if there is a good building year in the north we may expect some small increase here.

R. H. COLVIN.

#### L. U. NO. 352, LANSING, MICH.

Editor:

Last Friday night being our meeting night, among other things discussed was the subject of having a press secretary, in order that L. U. No. 352 could occupy a few lines in the WORKER and tell the world that we still exist and that No. 352 is going strong.

Out of all the good timber that L. U. No. 352 has to choose from, it is a mystery that they should go way down in the brush and appoint me. So here goes.

Our meeting turnouts are a little better than the average and for the benefit of those who do not attend, will say that they are missing many interesting topics. We expect to see Brother Rudy Meisner back with us on meeting nights as soon as he succeeds in conquering the little maple ten-pins.

Say, it's been so doggone cold up here in Michigan that the bootleggers are selling whiskey by the plug.

Several of our Brothers have been ill with the "flu," but all are back with the exception of Brothers Vick Herriek and H. Blanchard, who seem to have drawn a little more than their share of sickness. We are hoping to see their smiling faces back on the job in the near future.

On February 15, Brother Frank Atkinson and Brother George Best received severe burns on face and hands when 4,400 volts went shorted. The burns were caused from the flash. They were confined to the hospital for several days but are able to be about once more.

Brother C. Smallhouse (Slim) passed away February 25, of pneumonia, and we feel sure many of the Brothers will mourn the loss of so good a man and Brother as Slim.

The Michigan Federation of Labor Convention was held at Lansing this month and was a howling success.

Will try to do better next time.

VIC. LAKE.

#### L. U. NO. 364, ROCKFORD, ILL.

Editor:

When is a foreman a foreman? That is a problem that is perplexing our contractors now, due to the fact that a clause in our new agreement submitted to them, calls for additional money for foremen. It is ordinarily understood that a foreman is one who is in charge of a big job, employing three or more journeymen. However, there are many angles from which to view the situation, due partly to the fact that at times one or two men can keep a job going and only need three or more when rushed. Looks like we'll have to call a conference with the contractors to decide this question.

Once more the building trades council here has resumed activity. This time we feel sure it is going to be successful. A business agent has been elected and already has done good work. We look for the building trades to be one way of eliminating the curbstoner, who has been a thorn in our side for some time.

Brother Alfred Cox has been seriously ill, but we are very glad to announce that he is on the road to recovery and hope to have him working with us again very soon.

Work is about to pick up very soon here, now that the hard winter has finally broken up. There are several good jobs started and we expect to have all our men working in a couple of weeks. We look for the best year in building we have ever had.

WILLIAM C. LINDBERG.



**L. U. NO. 375, ALLENTOWN, PA.**

Editor:

Allentown is still on the map, but so far we have not had the luck to have any of our agreements signed. They just seem to stall off until the last minute. There isn't much work in sight so far, any way, but we might as well loaf as take any step backward.

We are having good meetings these days and everybody seems to be pretty peppy. We had the pleasure of a visit from four Brothers out of Reading and I must say we enjoyed their stay very much. Those fellows seem to have a good thing coming there, and I hope they are successful in swinging it. We also had Brother Bennett with us this month and I want to say right here that we are thankful for the assistance he has given not only this local, but also to one of the Brothers who was in some serious hard luck.

It's funny how quickly things can happen to a man when he tries to do what's right. We have a Brother here who had to shoot and fatally injure a drunken maniac in order to protect his family. Those are the kind of breaks a man gets with a family and they have seven children.

Well, we are working to clear things up again, but it takes time and money, so if you fellows have any change you want to get rid of, send it in here and you can bet it will be used to good advantage.

J. E. WEIDER.

**L. U. NO. 430, RACINE, WIS.**

Editor:

Spring is here again after a long and severe winter; building will boom and the Brother artists will be applying their various trades again.

We have all been fortunate this past winter. Most of the Brothers have been working full time.

The building crafts have started organizing a building trades council. Our first meeting is set for March 28 and we sure are in need of such an organization here.

Although the electricians have only two or three open shops, there is a good chance for more to go the same way, as the various crafts will work with any craft, union or not, and can't help themselves as there is no co-operation without a strong council to back them up in their refusal to work with scabs. We won't be able to do much this year but should be in good shape for drastic action next spring.

The trouble with organized labor in Racine is they're slack in demanding the union label with their buying power, which is the only way to build up a union prestige in any city.

If we all demand the union label or don't buy, it would be only a short time before the merchants and their organizations would know that we had a labor organization and not just a name.

We must have the moral support of the unorganized, also, in order to forge ahead and make new demands from our employers. In that way the chances for organizing other crafts will be much easier. This was shown last winter in organizing the teamsters and chauffeurs here. With no outside moral support it was a hard and discouraging hill to climb; so, boys, let's preach the union label, our only weapon.

At our last meeting three of our worthy apprentices, Pederson, Somers and Rose, took a journeyman's examination and passed with flying colors. They should have; for the two weeks previous they sure kept the night light burning, brushing up on the code and various hook ups. Brother Pederson said he learned as much in two weeks,

technically, as he did in his time of apprenticeship, and he intends to continue studying for the good of our trade.

These boys stepping up made room for another apprentice who has been working and waiting for over a year to become a union man—now Brother L. J. Dorval—and I'm sure he'll make a good asset to our cause. Our local with several other organizations and the central labor body saw fit to send delegates to our state legislative conference at the capital, to protest several measures that were a real blow to the labor movement in Wisconsin.

Brother Pederson, recording secretary, was our delegate and from his thorough report he sure was a credit to our local and should be commended for his report and actions.

In closing, will again say, Brothers, let's all demand the union label; don't be ashamed to ask for it; it's an honor, and that's the only way you can obtain it.

Don't forget WCFL puts out a dandy radio magazine. Let's help them on the air, and in that way help ourselves.

Doc.

**L. U. NO. 435, WINNIPEG, MAN., CAN.**

Editor:

Dating from the first of March, we have received a ten cents per hour increase, thus making the new rate \$1.10 per hour. Under the new agreement the contractors agree to hire no help except through our local. This is a step in the right direction and I think our agreement committee deserves congratulations.

On the strength of the ten cents increase, it was moved that dues be increased from \$3 to \$4 per month in order that our finances be put in such shape that will permit the hiring of help in the office for Brother McBride so that he will be able to devote more time to the business agents' affairs. Some of our Brothers from the C. N. R. shops felt that the increase would greatly handicap them in the rounding up of the outsiders in the railway shops but it was pointed out that the same outsiders had been given plenty of chance to join up in the past and the resolution was passed. From April 1 our dues will be \$4 per month.

Our City Hydro is to erect a Claude Neon Beacon for aircraft guidance. According to Dr. Lyman J. Briggs of the U. S. Bureau of Standards it has been discovered that red neon lights are not any better able to penetrate fog than ordinary incandescent lamps equipped with color screens; and further that actual field tests showed that when the neon lamp was compared with incandescent lamps of the same color, size, and arranged in the same shape, they appeared identical to the aviator, and that there was no real difference in the fog-penetrating quality of the light from the two sources. In beacons of moderate candlepower any advantage due to the distinctive coloring of a neon lamp may be obtained more conveniently and simply and more reliably by means of an incandescent lamp equipped with a suitable color screen. As a matter of fact putting a color screen in front of a light does not increase its fog-penetrating power.

As the neon sign is growing in popularity and will probably soon include a large percentage of the total sign load of the more progressive communities it may be of interest to give a brief description of the characteristics of this type of lamp.

There are several types of gaseous-conductor lamps including the low-voltage hot cathode type, the negative glow type, the electrodeless induction type, and the television type. The commercial neon sign lamp

is of the cold-cathode high-voltage a. c. type.

This latter type consists of a length of glass tubing containing gas at low pressure and equipped with sealed-in electrodes. Various colors of light are obtained by the use of different gases and gas mixtures in conjunction with different colors of tubing. It is possible to get twelve or more colors by this means.

A characteristic of all gaseous conductors is that the voltage drop between electrodes after discharge has been started is practically independent of current flow and it is necessary to provide a circuit having current limiting properties because as soon as the discharge starts the lamp gas becomes in effect, a conductor, the resistance of which is an inverse function of the current. That is, the resistance decreases as the current increases.

Because of its ease of voltage transformation alternating current provides the most convenient power source for the neon sign lamp. Since the resistance characteristic of the tube is an inverse function of the current, as already stated, the high-voltage transformer used to supply the tube is practically short-circuited as soon as the discharge starts. It is necessary then that the transformer be one of high impedance to limit the current flow. This impedance must be principally reactance since, if resistance were used, an excessive amount of power loss would be incurred. The secondary voltage of the neon transformer is 12,000 to 14,000 volts. Owing to the high reactance of the transformer, the power factor is very low, being only about 35 per cent lagging for a 142 inch tube .59 inches in diameter. The power-factor and power increases and the current decreases with the addition of the number of tubes in series.

By the use of static condensers shunted across the low-voltage side of the transformers it is possible to correct the power-factor but this method is not employed in practice. Either power-factor correction will have to be used or a special power rate for this type of load will probably be levied by the power companies.

C. R. ROBERTS.

**L. U. NO. 480, JACKSON, MISS.**

Editor:

This being my first effort as press agent, I fully expect to be punk. But, then, the boys expect the same thing so we are 50-50.

Conditions are fair here with quite a lot of work coming up—also a lot of men to do the work. We have had a local here for almost two years but have never succeeded in signing all the shops up. Some will say, well, it's your own fault, which may be true. Still, we have worked hard and in time expect to get them. At the same time we feel that those we have are 100 per cent, which is some consolation. We expect Brother Hall here soon to give us a hand in lining them up.

Incidentally, we will appreciate any helpful hints from locals that have had trouble signing the shops up, and who have succeeded. But bear in mind that at least 50 per cent of the men have never worked under good conditions.

We have a scale of \$1 per hour and, contrary to the belief of a number of the big time boys, some of our men can make a short circuit. We ask all out-of-town men who come here on jobs to kindly come to the meetings and help us that much.

Well, folks, this ends my first effort as gab dispenser and I hope you like it. If you don't, well, see you next month.

JIMMY JAMES.



## L. U. NO. 494, MILWAUKEE, WIS.

Editor:

I am writing the following letter because of the indifference of some members to the serious practice of using an automobile to travel from job to job. We have a section in our working rules that penalizes a member that uses his car to travel from job to job during working hours.

In a certain town that I know, there lived a kid who was the pride of his class. This bozo could out-perform four out of five in mathematics and wouldn't have to walk a mile to do it. At the graduation exercises he was five laps ahead of the class. After summer vacation came the dawn and a fight for a place in the sun. Did our hero pause long? Not he! The same morning that his mother was bottling the fall batch of brew, he was knocking at the door of the electrical contractor who had made him a promise. In due time he became an apprentice in the local.

Five years this boy spent in training and was advanced to a journeyman wirepatcher with an unfinished correspondence school course to his credit and a code book that was as good as new.

After a year of falling into all kinds of odd jobs, including marriage, he was called into the big gazabo's office and given the low down on how to fill out the old pay check.

"Here's Bill Jones' earnings for the year," says he, "220 days, 8 hours per day, 1,760 hours at \$1.25 per. Total 2,200 bucks. Yours—170 days at 10 beans. Total 1,700 frog-skins. Take a tip my boy and figure it out."

Ah ha! an idea! Our enlightened one betook himself to the nearest tool shop and bought himself a set of new gadgits that our highly educated local committee on tools never knew were made. At the end of another three months' struggle, the record showed expenditures 30 bucks, gain nil.

Now here was a problem, and after many hours of debate he took the bank roll by the horns and bought himself a nice new gas buggy that set him back one grand flat.

After a week's work, our kid had it all ready for the battle—a place for everything and everything in its place, extra sockets and everything in the wagon.

"And ain't we got a nice can for Sundays?" He became the best mechanic at that shop. He was wanted at all the small jobs around the town and the boss even agreed to give him a quart of oil every week. And if he didn't have the oil handy, he always gave him half a buck to buy some.

Winter came with its coal bills, heavy clothes, tire chains, a tire and frozen radiator. But the dough was rolling in heavier. And wasn't that something? Came Christmas and the old bank roll was hauled out and dusted off. But what looked like twenties were only ones and the battle was on. Wasn't our hero working steadier and handing the dough over to the Mrs.?

"Then tell me where it is? And didn't I make 350 bucks more this past six months?"

Back to the arithmetic went this wise guy and the results of his battle showed:

Down payment on car	\$350
Monthly payments at 45 per for 6 mos.	270
Six months gas, work only	60
One tire	15
Repairs	50
Auto license	16
Grand total	\$811

What a blow for our boy friend—\$811 invested in the boss' business and a gain of \$350 for actual work and not a nickel for his investment!

M. E. CUSTIN.

## L. U. NO. 514, DETROIT, MICH.

Editor:

The Brother who kids himself into thinking that he is being well paid for the use of his car, wants to stop and consider that he is buying a new car every year and for no other reason than from wearing it out for the accommodation of the boss. Give this point a little more thought, Brothers, and when the time is ripe let's settle this question one way or the other.

If you can show me enough beneficial reasons for using our cars, to offset those that I can show against it, I will quit beefing about it, but not until then.

When some of our old standby, 100 per cent union Brothers go to work in some of these skeptical shops (of which we have plenty) they don't last very long before they are let out on the excuse that things are slow and "we are sorry to let you go," and that sort of hokum. But that is not the reason. The big reason is that these Brothers think more of their tickets than they do of the boss and these shops have not been used to it and do not care to let us get a strong footing in their shops, so they take the easy way to get them out. And bear in mind that all the other men in these shops are members of our local.

They will continue to employ our members, so why not all be 100 per cent union and live up to our working rules and by-laws?

Remember this that when you carry a ticket you are not working for Henry Ford, and you do not have to do as the Ford employees do. Your ticket, when you use it properly, gives you a feeling of "freedom in a free country," and if you don't believe it, try the 100 per cent stuff for a while and be convinced.

The last meeting of March turned out to be quite interesting with a large majority of the Brothers present. Brother Tobin, president of the building trades council, gave quite a lengthy talk on organization and tapered off with a few political remarks in reference to labor's choice of judges for the Records Court. Judge Bartlett and Judge Murphy's court clerk, Mr. Taylor, also made short speeches.

Brother O'Connor also got going at a good clip but the boys were quite restless by this time and did not pay much attention to Dave, as usual.

It's about time the Netting Company announced over the radio that they were installing some "beautiful fixtures" in the Fisher building, the same as they did in the Wilson Theatre. More power to them when they can get away with it.

The entertainment committee seems to have settled on a date in June for our annual picnic. It will be held at the same old place—the Detroit Creamery grove. I hope Dave didn't pick the date. The last two times he picked them it rained. You may be a good picker of some things, Dave, but not of dates for picnics.

As you know we have a new labor committee and they have, I believe, been in session with the bosses. One thing we are safe in is that we have given the bosses our agreed 90-day notice as to a new agreement. Some of the Brothers have been worrying about certain members of the committee, as to whether they would stick for what we are out after. Let's quit worrying about the committee and worry more about ourselves and wonder if we are willing to stick to whatever the committee decides upon, and we will come out all right.

Don't forget that, starting, July 1, we pay our dues quarterly, and you birds that have been having trouble getting them in monthly better start saving up your nickels now.

I would suggest that on the first meeting that we pay our quarterly dues, the executive board room be reserved for the sobbing Brothers to mourn in peace after parting with so much dough. Now that I have mentioned it I want to make my reservation, as I feel it coming on.

A lot of the boys must have paid their dues before the last meeting of March as the financial secretary had his work completed and was ready for the receipts and expenses of the evening when called upon. This is the first time I can recall of this ever happening, so let's make it just as easy for him at every month-end meeting by getting our dues in during the first meetings.

There will be, from time to time, certain propositions submitted by the bosses for our approval and it would be well to attend every meeting from now until the expiration of our present agreement so as to have our say as to what we will accept and not wait until something goes through and then start crabbing because you were not in on it. It's our bread and butter, Brothers; so, let's quit this fooling and get what is coming to us.

F. ROBINS.

## L. U. NO. 567, PORTLAND, MAINE

Editor:

Conditions for the past month have been pretty hard; a lot of the boys are loafing and inclined to be chafing a bit under the spell of inactivity. Just at this particular, and for some one inopportune, time, our injured feelings have been cramped by considerable suspicion and some facts, that concerns outside the state are going way round Robin Hood's barn to get in and do Vitaphone and Movietone jobs while their union employees steal a march on our business-agentless local by failing to observe the customary formality of depositing a traveler.

This procedure has perturbed the local in general and some members in particular to such an extent that we are openly and avowedly declaring: "Keep off, or come in clean." We have considerable more than a joker up our sleeve on one or two jobs done here by outside union men and, while it is to be regretted that any Brother would care to jeopardize perhaps long good standing for a mere pittance, we are serving notice that we have abandoned our hitherto care-free and indifferent manner, have turned the dogs loose and will howl with joy if some such worthy (?) Brother happens to be bitten on that portion of his anatomy where he wears his pocketbook.

We are not the most powerful local in the I. B. E. W., but have always maintained a respectful attitude toward all locals with whom we have come in contact and welcomed all Brothers via a traveler and will go further to continue this policy. We do not challenge the world nor the I. B. E. W. to competition in installing Movietone or Vitaphone but from results achieved know that we have a few men we will string along with as being par and who need this work and, in defense of our morale and of such capable workmen, we state plainly that if you want to come down here and do this work under these conditions and dance at our expense, don't forget the fiddler has to be paid; his charges are heavy—and collectible.

Some time ago, on occasion of business at Augusta, President Nicholson decided to improve his spare time by visiting the state library. Presenting himself to the librarian, Rev. Mr. Dunnack, as a union representative in search of educational improvement for a labor organization, he explained our plans



toward the formation of a library of our own.

Mr. Dunnack expressed considerable surprise that any labor union should be interested in such a worthy proposition and admitted that such occasions were rare in his long experience and was so appreciative of the efforts of the local that he volunteered to help us out by supplying gratis for a period of six months or a year any list of 50 books the local cared to submit and, upon our acceptance of his offer, has already supplied us with a long list and guaranteed to get any book in print whenever available, if not in the state library.

The Quoddy Bay tidewater project of Mr. Dexter Cooper's has apparently been slumbering but the gigantic innovation has been in the hands of an international committee to consider the effect on fisheries of pursuance of the project. The report of the committee signed by Henry O'Malley, U. S. commissioner of fisheries; Henry Bigelow, professor of comparative zoology at Harvard University; A. G. Huntsman, of the University of Toronto, and W. A. Found, deputy minister of fisheries of Canada, is as follows:

1. That, in its opinion, if the proposed construction is carried out, the Weir fisheries for herring inside the dam will be almost wholly eliminated.

2. That it recognizes that the effect on fisheries outside the dam, as predicted in the report on the subject by Dr. Huntsman, may follow, but the committee as a whole is not prepared to forecast whether these results will or will not follow, believing a fuller investigation is needed.

In a recent report to the Canadian government, Dr. Huntsman said that the production of fish food in the region will be considerably reduced and the fisheries for sardines, clams, cod and haddock on Quoddy Bay will be wiped out as well as sardine and pollock fisheries on the neighboring coast.

That may sound like quite a fish story to some of our scattered Brothers but it's big enough and true enough to perhaps trip the momentum of a \$100,000,000 power project.

M. M. McKENNEY.

#### L. U. NO. 584, TULSA, OKLA.

Editor:

It has been said that you can't get something out of nothing, but if I get a letter out of my system at this time I will have accomplished just that. I surely can't think of anything of interest to write about at this time. Working conditions have been pretty poor here and are not improving much at this writing. There must be some solution to the problem of getting the electrical work here for the electrical worker, but I don't know what it is. Sixty or 70 per cent of the wiring of residences is going to the unfair shop and the unorganized worker. The contractors are always fighting among themselves and the electricians are following suit, and Lord only knows where it will end.

The big shop with overhead to carry, sells to the curbstoner who has no overhead to speak of, and no credit wherewith to carry a stock of his own, and then, by long hours and cheap labor, and what he can cover up from the inspection department, he manages to get the job in, collect, and come back for another basket full of material for the next job. So the game goes on, like the farmer who bought more land to raise more corn to fatten more hogs in order to buy more land to raise more corn to fatten more hogs and so on ad infinitum, if you know what I mean.

Well, we've fired another governor out here in the big wide open places. The best bet here is to run for lieutenant governor

and then get the governorship by default. But, as Will Rogers says, "that's what you get by electing a democrat." Now keep your shirt on, Brothers. I voted for him and one should be permitted to "wallop his own jackass."

We moved our meeting place on March 1st but not being satisfied, we went out and leased the old place and are going to be the landlord for a while, and sub-rent to other organizations and have a semblance of a place of our own until such time as we are able to build on property which we now own.

Brother L. E. Vaughn has resigned the presidency of No. 584 to open a motor shop of his own and we have elected Brother Chas. W. Madsen, one of our old-timers in point of service, to fill the vacancy.

S. A. KING.

#### L. U. NO. 595, OAKLAND, CALIF.

Editor:

Brother Rockwell, our press secretary, is undoubtedly jeopardizing his position as such, else we will be compelled to take a more charitable view of the matter and assume that he is laboring under an aberration of the intellect, erring judgment, or misplaced confidence, all due to the fact that he has seen fit to designate the writer as the victim who is to edit our donation to this month's issue. We hope Brother Rockwell will profit by the lesson.

We are passing through and about to emerge, from the throes and thrills of a strenuous organizing campaign and we feel that our experiences acquired upon the journey may be of interest to some of our many readers who are contemplating just such an action.

Since the advent and attempted enforcement of that nefarious system, commonly known as the American (?) Plan, which was instituted by the element radically opposed to organized labor, Local No. 595 has been unquestionably aware of the fact that organization was our best bet. Much talk, heated debates and no action accomplished nothing. The necessity of concentrated action became imperative.

Last August our membership, loaded to the guards with "pep," launched the campaign. We received from our International Officers, concessions and their unstinted hearty co-operation at all times. Even with a depleted treasury, we realized that results could only be had at a cost. Seventy-five per cent was lopped off our initiation fee and the balance went toward the expense of the campaign. We were particularly fortunate in having within our own local, Brother A. H. Feely, who was selected by the International for the job. Amos, in conjunction with our B. A., "Doc" Stallworth (who by the way is no "Dumb Dora"), went to work and that don't mean "maybe." Applications were solicited only from bona-fide mechanics already on jobs, many of whom were ex-members of the I. B. E. W. We have increased our membership 25 per cent, with outstanding applications of a sufficient number to total a 50 per cent increase by April 1.

That is organizing, but, if I may be permitted to air my personal opinion, I wish to say that I do not consider this the dominating feature of the campaign.

Due to the ability, activity, diplomacy and integrity of Brothers Feely and "Doc", the citadels of many contractors (which have in the past been considered impregnable) were besieged, stormed, conquered and all their employees brought within the fold, leaving no unpleasant aroma behind, but the entire situation has been brought about, leaving the impression that it was voluntary action and voluntary concessions, where

necessary, on the part of all concerned. Such conditions are preferable to a fat treasury bursting its coffers with filthy lucre.

Now, boys, I want you to know that we appreciate the efforts and accomplishments of Brother Feely as an organizer and we do not want our mail all cluttered up with requests and demands for his services where organizing campaigns are contemplated—we still need him.

At the present writing, employment conditions are not all that could be desired in Oakland, in fact quite a number of our members are idle, making it inadvisable for travellers to seek work here. However, the latch string is always out and a hearty welcome always extended to visiting Brothers. Being a resident of Oakland for many years, I am naturally optimistic as to her future. The day is not far distant when she will be the industrial center of the west—you will be welcome.

"I thank you."

S. E. ROCKWELL,  
Press Secretary.  
L. E. POLLARD,  
Scribe, Pro Tem.

#### L. U. NO. 631, NEWBURGH, N. Y.

Editor:

At our last district council meeting, held March 3, it was agreed that each local represented should send in an article to our wonderful JOURNAL which is a great credit to all concerned. The council is making very favorable progress as there has been a real co-operative spirit displayed at all of our meetings. We of Newburgh, are especially grateful to the Brothers who come regularly from Kingston, Poughkeepsie, Middletown and Spring Valley, as they have to travel from 16 to 50 miles to reach here.

Local No. 176 inquires how other locals handle the electric sign work. Well, we insist on hanging all electric signs and maintaining them. There is a general business agent in the field here, which helps us greatly in securing our share of whatever work that we are entitled to. All elevator work that we are entitled to is always claimed by us. Our past experience has taught us that a full time business agent is the only real way to protect and advance our interests. There are four different crafts here who contribute to the support of the general business agent; the result is that the cost is very reasonable per member as 25 cents per week covers it. Our weakest point just now is the installation of radio sets so we would appreciate hearing how some of the other locals handle that class of work. Writing about radio reminds me of the fact that there is a very good radio magazine sold by WCFL broadcasting station of Chicago, which I think deserves the support of every union man and woman as that station is the only real effective one that labor has on the air today. Their fight has been a very hard one, so I think we should get behind them and co-operate in every way that is possible. The magazine is only \$1.25 per year and can be secured by sending to WCFL Radio Magazine, 623 South Wabash Ave., Chicago, Ill.

There is one thing that has been on my mind and that is, how many of the locals in the I. B. E. W. are co-operating with the Union Cooperative Insurance Association? The fact that all the stock is owned by local unions and individual union members is sufficient reason that all union members should do their best to advance its interests. It would be a nice thing if each local would advance \$10 to the Editor, toward a fund the total of which could be divided into a



number of prizes which would be given to those locals who had secured the greatest amount of business for the Insurance Association in, say, six months from July 1st. In view of the fact that there are over 600 locals, it is easy to realize the great possibilities of such a contest. At any rate, I can say that Local No. 631 will gladly enter and will be glad to hear from any other local that desires to join us in this proposition.

ROBERT HENTZE.

### L. U. NO. 713, CHICAGO, ILL.

Editor:

Having been elected press secretary I suppose it behooves me to have a letter in the JOURNAL each month of this year or be deposed from this job.

Our annual election of officers was held and the following officers were installed: President, H. M. Cox; vice president, George Chamberlain; recording secretary, George Doerr; treasurer, H. Altschuler; financial secretary and business agent, J. F. Schilt; foreman, H. Miller; inspectors, E. Pflug and Theodore Johnson; trustee, E. Pflug; advisory board, in addition to the president and recording secretary, consists of George Chamberlain, John A. Jackson, George Becker, A. F. Lang and T. J. Sass.

I might mention we had Brother Boomer Davis with us on election night and will look forward to another visit from Brother Davis as we are always very much pleased to have any representative from the International Office with us.

Work in our jurisdiction is not any too plentiful although we have had a fair year. It might be a good deal better if by some means it could be possible to have an educational campaign on behalf of the union label. It has been demonstrated and proven time and time again that the life and death of the shop worker depends mostly upon the users or consumers who demand of the manufacturers that the union label be on their products. It has often seemed to me that when anyone buys non-union or scab made articles they are hiring scabs as they are contributing to their upkeep.

I trust the time will come when we will not have to have a spy-glass to find the electrical worker's label on the various apparatus. When that time comes, which I hope will be in the near future, I know it will mean a lot to the shop employee.

JOHN A. JACKSON.

### L. U. NO. 716, HOUSTON, TEX.

Editor:

Supplementing my statement in last month's issue about the large attendance we have at our meetings, Brother Art Ellis, president of our local, and Brother I. T. Saunders, business manager, were hosts at a smoker recently, at which refreshments of all kinds were served to the tune of a 12-piece orchestra, and to corroborate my boast about the attendance when something is free, the Brothers turned out 100 per cent.

An entertainment given by the president and business manager combined is unquestionably a very commendable act anywhere, as when a president of a local treats it is, without doubt, entirely out of his own pocket without recourse, and naturally all the Brothers at the smoker were high in their praise of Brother Ellis.

While on the subject, Brother Art Ellis, president of our local and rajah of the Goodfellowship Club, an auxiliary of the local, is a Brother we'd like to rave about. Like a Horatio Alger story, Brother Ellis came to Houston about 17 years ago right

off the ranch, joined the local and, after a few years' hard work, became president. That not being sufficient, he went back to the farm and brought all of his brothers here, started them to work and made solid union men out of them, strengthening our local and incidentally gaining a little better control thereof for himself.

I hated to pick on such a fine and exemplary person as Brother Ellis for this month's article, but my big item for this issue has been delayed, and I had to write something to show the boys I was on the job. However, next month I expect to have a real interesting item, so save a nice space for Houston, the Democratic convention city, in your next month's issue. Until then, the circuit-breakers are kicked out.

CHAS. SAXE.

Alias "The Original Oil City Kid."

### L. U. NO. 723, FT. WAYNE, IND.

Editor:

The local trade union movement of this city is in the midst of one of the most extensive organization campaigns ever witnessed in an American municipality. The drive is sponsored by the Ft. Wayne Federation of Labor and affiliated local unions.

Labor, as a whole, is divided into two camps, the one, the unorganized, has no business to look after; they have no thought above the immediate pay envelope and to get a benefit from the organized without contributing to the benefit factor, but the organized camp of our producing class has a business to look after, and a very serious one at that, since it carries with it all the hopes, desires and aspirations of the thinking elements of the producing and consuming factors of our population. The unorganized workers do not think. Thought is too much bother to them, and the slothful get their just reward. If they did any thinking they would soon think themselves into a unity of effort. Thought would soon make them see that everything from the busy bee to the wild geese is in some state of organization, and if someone thinks the bee is not organized, just let him try interfering with their peaceful organization and he will have occasion to know what organization means.

The organized worker has a business to look after, to boost, to lift up, to keep before the unthinking, with a view of kindling the fires of thought, to raise the standards of material quality, intellectually, moral fibre and a greater comprehension of the value and powers for good that comes from and through organization, and 101 other offices that are lifting organized labor to the place in the sun that it should have occupied long ago. Organized labor has a triple load to carry; it has the drag weight of unthinking indifference of the yet unorganized, fight of life from organized employer opposition, which makes it its business to oppose every effort of organized labor to organize the unorganized, and to breed discontent into the minds of the organized and otherwise fight the principle embodied in organized labor. The hardest fight of the three is to solve internal problems that arise from the many sided questions that come up for solution, which many times threaten to wreck the organization on the rock of some ism, that should never have found footing within the ranks. It is, however, human to err, and in the solution of our problems we must pay for our errors.

A great deal is involved and dependent upon the courtesy and magnetism of a lodge room, especially so concerning the visiting Brothers. A cordial greeting should be extended to them. Let them know and feel that they are welcome and that when they

enter your lodge room they are at home. You feel on entering some halls as if you were in a refrigerator; while in others you instantly feel at home. The attitude of the Brothers has everything to do in making such an atmosphere. Cold indifference or frigid politeness to the visitor, or even among the members, is enough to freeze the life out of any lodge.

Also, do not forget the new members. They feel ill at ease at best. Make it a point to shake hands with them, not once, but several times during the first few months. Courtesy is a developed trait. It can be made a marked characteristic of an individual or an institution. Courtesy prevents accidents, courtesy keeps folks happy and contented and the machinery of life running smoothly.

Discourtesy causes hurt feelings that keep the recipient of it awake nights and takes away his appetite; it reduces efficiency, lowers morale, breaks friendship, and brings only unhappiness and suffering.

ANTHONY J. OFFERLE.

### L. U. NO. 734, NORFOLK, VA.

Editor:

Prospects seem to be good for at least another year in Norfolk Navy Yard.

The "Arizona" is scheduled to arrive about May 1, for modernization.

The "Nevada" is to be completed about the middle of August.

The Shipping Board vessel Defiance was given a short run to sea last Saturday, leaving the yard about 8 a. m., and returning about 5 p. m.

The contract called for a speed of 13 knots but she made 15 knots.

Five yard workers were taken along to make adjustments during the run. They were electricians "Red" Baine, Joe Phips and "Eddie" Edmondston, and apprentices Branch and Whitehead.

Since I have been on this "scribe" job I have been following, more closely, the letters from other locals as a check up on my efforts, and I find that we have some able writers on the job. Members who have not been reading them should do so. They give the inside dope on the business.

"Boston" Manly is still in the hospital with his broken arm and is suffering considerable pain.

Additional men are being called in to work on the "Nevada," and, as usual, they have no cards. They are not on the job very long before some of the gang hand them application blanks. The majority of them, when discharged, allow their membership to lapse, so that they can go to work in open shops. Nice recommendation for union men, isn't it?

I notice in the daily papers that Mr. Roger W. Babson, a writer on business affairs, is agitated about the unemployment all over the country, but we know what the employers will do about it. They will reduce wages and lengthen the workday so as to increase dividends out of which they will donate some money to the poor and needy and get a big writeup in the newspapers, telling how charitable they are.

Well, fellows, it is up to us to stick together and stop quarreling among ourselves. "United we stand, divided we fall."

I hope every union man who saw our "poster" on page 125, March issue of the JOURNAL, will show it to their non-union friends. It may help convert some of them to the cause. E. B. Dale, 23 Jouett St., Craddock, Portsmouth, Va., says he has not been receiving the JOURNAL. I sent his address on a memorandum with a previous letter, but it may have been overlooked.

AL. SPALDING.



**L. U. NO. 735, BURLINGTON, IOWA**

Editor:

Local Union No. 735 has been very lax in regards to their press secretary, but hope to do better in the future. It has been a long time since a letter has been sent in, but after reading Brother R. J. Morrow's letter, from Local Union No. 200, Anaconda, Mont., we just had to write and try to find out something.

We, here in Iowa, have been trying for some time to have a license law passed and just can't seem to have it done. Perhaps we are going at it wrong. Should we do as Local Union No. 200 is doing? Buck the passage of the bill and then get it or just go on trying as we have?

If Local Union No. 200 is sincere in its voting down the passage of the licensing of all electrician bills, what is its objection? Isn't it worth \$500 to know that all electrical work in the state is to be done by skilled workmen, rather than have every Tom, Dick and Harry out doing odd jobs and taking the work away from those who have spent their time in learning how to do it right?

We would like to hear more about this lemon that grows in Montana, so please keep us informed on this bill. There is much more to be written about this part of the country, but as this is my first attempt as press secretary, I'm going to save some for next month.

ROY H. UFFELMAN.

**L. U. NO. 773, WINDSOR, ONT.**

Editor:

L. U. No. 773 has an initiation team which we believe is second to none for producing a quantity of honest-to-goodness amusement for the audience and plenty of trouble, imaginary or otherwise, for the victims.

Should any of the Brothers fail to appear on initiation night we know very well there is something seriously the matter and the sick committee is immediately instructed to investigate.

While on the subject of attendance, we might say that our average is well above 80 per cent per meeting. Most of our Brothers feel that they would be missing something if they did not appear on regular meeting nights.

Work here is slowing up a bit at present. The new Chrysler plant is nearing completion and nothing else is breaking immediately.

Talk about soft jobs, why, all the boys who were out there had soft jobs for about two months. In fact, the whole job was so soft that hip boots were all the rage.

Imagine yourself cruising about, trying to balance a 20-foot extension ladder, while at every step you sink half to your knees into old mother earth, and you have a fair conception of what this job was like most of the time. Finally the general contractor did us the first and only good turn by laying a nice concrete floor, and we assure you none of us felt hurt. While this slab was being poured we called the roll each evening to see that none of the dear Brothers were still fast in the mud and in danger of being cemented in. No casualties were reported, however, and we have emerged victorious to add another job to our credit. Another big job installed by members of the I. B. E. W.

The March issue of the JOURNAL has just arrived and in it we discover the picture of a bunch of wire jerkers from St. Petersburg, Fla. Most of the faces are well known to the writer and he wishes to take this opportunity to send regards to his friends in the "Sunshine City."

And now, Brothers, we think we know when we have said enough, so will bid you all adieu till some future date.

BOB SHELLABARGER.

**L. U. NO. 873, KOKOMO, IND.**

Editor:

In reporting for L. U. No. 873 this month, will say that things are looking much better for all of us. Our building trades council is going along fine, and the unfair jobs in this city from this on, are going to be small and far between.

Our treasurer, Brother Frank "Mutt" Glaze, has taken on a regular job with the Wolf Manufacturing Company.

Brother Joe Brown is going to celebrate next week, as he will have a full week coming.

Brother Hoppes is going in for farming on a big scale; he bought a garden tractor this week.

Brother Kranz has been elected president of the trades council and is making things hum in that body.

We would be pleased to hear from any of our former members and friends.

And now, as Brother Glaze would say, we will have the receipts and expenses atomized.

N. E. BOURNE.

**L. U. NO. 1037, WINNIPEG, MAN., CAN.**

Editor:

Permit Local No. 1037 to congratulate the Brotherhood on the acquisition of the magnificent building, the picture of which is so finely portrayed in the March JOURNAL. Too bad that every member, who has contributed in his monthly dues to build this structure couldn't afford to live in a much less pretentious structure.

Spring is knocking hard at our door up here. Some of the boys have been greasing up their Rolls Royces and studying seed catalogues. Serious talk about a new agreement and wage schedule have brought out some of the once a year attendants at our meetings.

The Red river is rising and the snow is rapidly disappearing and the raucous caw of the crow is heard throughout the land.

A fairly well attended meeting of the local brought out a sharp discussion on insurance as it is offered under the plan of the Union Cooperative Insurance.

While the majority admitted that the insurance offered was cheap, very decided opinions were offered that the Brotherhood was meddling with something it didn't, in a way, have anything to do with. Many voices expressed the opinion that money wasn't very much good to them after they were dead and that the International Officers could well apply any spare time and energy which they happened to have on their hands in promoting organization of new members to the International Brotherhood of Electrical Workers and the betterment of conditions for those who were alive, and at present, members of the I. B. E. W. That any insurance promoted by the Brotherhood should have been confined entirely to its members, and that widening its scope to take in all and sundry, may in time induce those who hold the reins of control over one of the largest labor organizations on the American continent, to lose sight of the original aims and objects of the I. B. E. W., which are only too well defined in the constitution, and drift in with the other insurance and financial companies which in all time have been the bitterest enemy of organized labor. One can't run with the hare and hunt with the hounds. However, the insurance is launched and in effect, but as our JOURNAL is printed for the

purpose of voicing the opinions of its members, I wish to say that I am voicing the opinion of many of the members of Local Union No. 1037.

Brother J. Woodmeim, after being off with rheumatism for nearly a year, is back to work again, but Brother Andette, who was so badly burned between two primaries, was getting along fine, but has lately been stricken with erysipelas. I'll have some more news next month.

IRVINE.

**L. U. NO. 1154, SANTA MONICA, CALIF.**

Editor:

We are hitting on all six, but alert for more action. The boys of No. 1154 are all looking forward to better conditions for the coming season, but the best we can do is to wait, and God only knows, the boys have waited long enough. Marking time doesn't keep the wolf from the door. We are all eager to see what Mr. Hoover is going to start outside of making a lot of noise over the prohibition issue. We have a new staff of officers in the chairs, all functioning first class. Brother Ray Gillett is our new president, Brother George Wild is vice president; Brother H. Norgard, business agent and financial secretary; Brother Steve Harrington, recording secretary. With this new staff things are kept rather lively.

We have lost our golf player, Brother Peeke; he has gone into the contracting business and taken Brother McEllan along with him to run the shop while he maintains his golf honors. As we understand, the P and M. Electric is going to adopt the five-day week plan, double time and a half for overtime.

Carry all your tools for you to and from work. Furnish a new Ford and expect to pay all the boys a nice Christmas bonus. This all sounds very encouraging, and no doubt, the boys won't have any trouble keeping a good, efficient bunch of men on their staff.

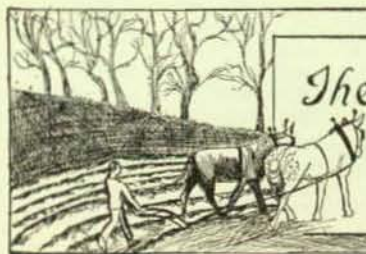
We also have another contractor out of our local, what one would call a clever man, he is the boss, straw boss, journeyman, helper and the whole works now. A few such cases as that and I think any local would fade out. And then we had another shop working from one to six men that went hay wire. The owner of the shop didn't retain the brains to carry the license for the shop so one of our efficient Brothers carried the license for him. In the meantime our good Brothers from Local No. 83, Los Angeles, took this shop owner in the union school that they maintain for the betterment of their own knowledge etc., and educated this cheap sap to the extent that he could pass the Los Angeles ordinance or rather made him eligible to carry a master's license.

The moment he got his credentials in his pocket he came home and told the boys they would have to stand a cut in wages.

What was the result? You can guess, and I can partly attribute this to one of our close neighbors sending literature in the field to all our local contractors that they could furnish first class journeymen wiremen at a \$1 a day under our scale. Brother readers, what credit can you give a business agent or the officers of a local, that would do business and represent a body of men with such cut-throat methods as that? Can you ever expect harmony and success when a bunch of officers will adopt such methods? The success of organized labor is play ball together, not one local, but all locals, but to make a long story short, the explanation is jealousy.

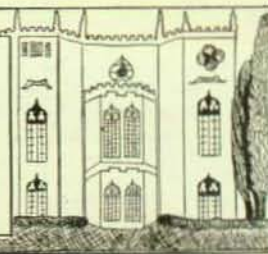
THE HORNBLOWER.





# The FREELANDS

by John Galsworthy



"LIBERTY'S A GLORIOUS FEAST"—BURNS

It must be wonderful to be writing, daily, what thousands and thousands of people read! Yes! It must be a very sacred-feeling life! To be able to say things in that particularly authoritative way which must take such a lot of people in—that is, make such a lot of people think in the same way! It must give a man a terrible sense of responsibility, make him feel that he simply must be noble, even if he naturally wasn't. Yes! It must be a wonderful profession, and only fit for the highest! In addition to Mr. Cuthcott, she knew as yet but three young journalists, and those all weekly.

At her timid ring the door was opened by a broad-cheeked girl, enticingly compact in apron and black frock, whose bright color, thick lips, and rogue eyes came of anything but London. It flashed across Nedda that this must be the girl for whose sake she had faced Mr. Cuthcott at the luncheon table! And she said: "Are you Wilmet Gaunt?"

The girl smiled till her eyes almost disappeared, and answered: "Yes, miss."

"I'm Nedda Freeland, Miss Sheila's cousin. I've just come from Joyfields. How are you getting on?"

"Fine, thank you, miss. Plenty of life here."

Nedda thought: "That's what Derek said of her. Bursting with life! And so she is." And she gazed doubtfully at the girl, whose prim black dress and apron seemed scarcely able to contain her.

"Is Mr. Cuthcott in?"

"No, miss; he'll be down at the paper. Two hundred and five Floodgate Street."

"Oh!" thought Nedda with dismay; "I shall never venture there!" And glancing once more at the girl, whose rogue slits of eyes, deep sunk between cheek bones and brow, seemed to be quizzing her and saying: "You and Mr. Derek—oh! I know!" she went sadly away. And first she thought she would go home to Hampstead, then that she would go back to the station, then: "After all, why shouldn't I go and try? They can't eat me. I will!"

She reached her destination at the luncheon hour, so that the offices of the great evening journal were somewhat deserted. Producing her card, she was passed from hand to hand until she rested in a small bleak apartment where a young woman was typing fast. She longed to ask her how she liked it, but did not dare. The whole atmosphere seemed to her charged with a strenuous solemnity, as though everything said, "We have power—great power." And she waited, sitting by the window which faced the street. On the buildings opposite she could read the name of another great evening journal. Why, it was the one which contained the paragraph she had read at breakfast! She had bought a copy of it at the station. Its temperament, she knew, was precisely opposed to that of Mr. Cuthcott's paper. Over in that building, no doubt there would be the same strenuously loaded atmosphere, so that if they opened the windows on both sides little puffs of power would meet in mid-air, above the heads of the passers by, as might the broadsides of old

three-deckers, above the green, green sea.

And for the first time an inkling of the great comic equivoque in Floodgate Street and human affairs stole on Nedda's consciousness. They puffed and puffed, and only made smoke in the middle! That must be why Dad always called them: "Those fellows!" She had scarcely, however, finished beginning to think these thoughts when a handbell sounded sharply in some adjoining room, and the young woman nearly fell into her typewriter. Readjusting her balance, she rose, and, going to the door, passed out in haste. Through the open doorway Nedda could see a large and pleasant room, whose walls seemed covered with prints of men standing in attitudes such that she was almost sure they were statesmen; and, at a table in the center, the back of Mr. Cuthcott in a twiddly chair, surrounded by sheets of paper reposing on the floor, shining like autumn leaves on a pool of water. She heard his voice, smothered, hurried, but still pleasant, say: "Take these, Miss Mayne, take these! Begin on them, begin! Confound it! What's the time?" And the young woman's voice: "Half past one, Mr. Cuthcott!" And a noise from Mr. Cuthcott's throat that sounded like an adjuration to the Deity not to pass over something. Then the young woman dipped and began gathering those leaves of paper, and over her comely back Nedda had a clear view of Mr. Cuthcott hunching one brown shoulder as though warding something off, and of one of his thin hands ploughing up and throwing back his brown hair on one side, and heard the sound of his furiously scratching pen. And her heart pattered; it was so clear that he was "giving them one" and had no time for her. And involuntarily she looked at the windows beyond him to see if there were any puffs of power issuing therefrom. But they were closed. She saw the young woman rise and come back toward her, putting the sheets of paper in order; and, as the door was closing, from the twiddly chair a noise that seemed to couple God with the condemnation of silly souls. When the young woman was once more at the typewriter she rose and said: "Have you given him my card yet?"

The young woman looked at her surprised, as if she had broken some rule of etiquette, and answered: "No."

"Then don't, please. I can see that he's too busy. I won't wait."

The young woman abstractedly placed a sheet of paper in her typewriter.

"Very well," she said. "Good morning!" And before Nedda reached the door she heard the click-click of the machine, reducing Mr. Cuthcott to legibility.

"I was stupid to come," she thought. "He must be terribly overworked. Poor man! He does say lovely things!" And, crestfallen, she went along the passages, and once more out into Floodgate Street. She walked along it frowning, till a man who was selling newspapers said as she passed: "Mind ye don't smile, lady!"

Seeing that he was selling Mr. Cuthcott's paper, she felt for a coin to buy one, and, while searching, scrutinized the news-

vender's figure, almost entirely hidden by the words:

## GREAT HOUSING SCHEME

### Hope For The Million

on a buff-colored board; while above it, his face, that had not quite blood enough to be scorbutic, was wrapped in the expression of those philosophers to whom a hope would be fatal. He was, in fact, just what he looked—a street stoic. And a dim perception of the great social truth: "The smell of half a loaf is not better than no bread!" flickered in Nedda's brain as she passed on. Was that what Derek was doing with the laborers—giving them half the smell of a liberty that was not there? And a sudden craving for her father came over her. He—he only, was any good, because he, only, loved her enough to feel how distracted and unhappy she was feeling, how afraid of what was coming. So, making for a Tubé station, she took train to Hampstead . . .

It was past two, and Felix, on the point of his constitutional. He had left Becket the day after Nedda's rather startling removal to Joyfields, and since then had done his level best to put the whole Tryst affair, with all its somewhat sinister relevance to her life and his own, out of his mind as something beyond control. He had but imperfectly succeeded.

Flora, herself not too present-minded, had in these days occasion to speak to him about the absent-minded way in which he fulfilled even the most domestic duties, and Alan was always saying to him, "Buck up, Dad!" With Nedda's absorption into the little Joyfields whirlpool, the sun shone but dimly for Felix. And a somewhat febrile attention to "The Last of the Laborers" had not brought it up to his expectations. He fluttered under his buff waistcoat when he saw her coming in at the gate. She must want something of him! For to this pitch of resignation, as to his little daughter's love for him, had he come! And if she wanted something of him, things would be going wrong again down there! Nor did the warmth of her embrace, and her: "Oh! Dad, it is so nice to see you!" remove that instinctive conviction; though delicacy, born of love, forbade him to ask her what she wanted. Talking of the sky and other matters, thinking how pretty she was looking, he waited for the new, inevitable proof that youth was first, and a mere father only second fiddle now. A note from Stanley had already informed him of the strike. The news had been something of a relief. Strikes, at all events, were respectable and legitimate means of protest, and to hear that one was in progress had not forced him out of his laborious attempt to believe the whole affair only a mole-hill. He had not, however, heard of the strike-breakers, nor had he seen any newspaper mention of the matter; and when she had shown him the paragraph; recounted her visit to Mr. Cuthcott, and how she had wanted to take him back with her to see



for himself—he waited a moment, then said almost timidly: "Should I be of any use my dear?" She flushed and squeezed his hand in silence; and he knew he would.

When he had packed a handbag and left a note for Flora, he rejoined her in the hall.

It was past seven when they reached their destination, and, taking the station "fly," drove slowly up to Joyfields, under a showery sky.

#### CHAPTER XXIX

When Felix and Nedda reached Tod's cottage, the three little Trysts, whose activity could never be quite called play, were all the living creatures about the house.

"Where is Mrs. Freeland, Biddy?"

"We don't know; a man came, and she went."

"And Miss Sheila?"

"She went out in the mornin'. And Mr. Freeland's gone."

Susie added: "The dog's gone, too."

"Then help me to get some tea."

"Yes."

With the assistance of the mother-child, and the hindrance of Susie and Billy, Nedda made and laid tea, with an anxious heart. The absence of her aunt, who so seldom went outside the cottage, fields, and orchard, disturbed her; and, while Felix refreshed himself, she fluttered several times on varying pretexts to the wicket gate.

At her third visit, from the direction of the church, she saw figures coming on the road—dark figures carrying something, followed by others walking alongside. What sun there had been had quite given in to heavy clouds; the light was dull, the elm-trees dark; and not till they were within two hundred yards could Nedda make out that these were figures of policemen. Then, alongside that which they were carrying, she saw her aunt's blue dress. What were they carrying like that? She dashed down the steps, and stopped. No! If it were he they would bring him in! She rushed back again, distracted. She could see now a form stretched on a hurdle. It was he!

"Dad! Quick!"

Felix came, startled at that cry, to find his little daughter on the path wringing her hands and flying back to the wicket gate. They were close now. She saw them begin to mount the steps, those behind raising their arms so that the hurdle should be level. Derek lay on his back, with head and forehead swathed in wet blue linen, torn from his mother's skirt; and the rest of his face very white. He lay quite still, his clothes covered with mud. Terrified, Nedda plucked at Kirsteen's sleeve.

"What is it?"

"Concussion!" The stillness of that blue-clothed figure, so calm beside her, gave her strength to say quietly:

"Put him in my room, Aunt Kirsteen; there's more air there!" And she flew upstairs, flinging wide her door, making the bed ready, snatching her night things from the pillow; pouring out cold water, sprinkling the air with eau de cologne. Then she stood still. Perhaps, they would not bring him there? Yes, they were coming up. They brought him in, and laid him on the bed. She heard one say: "Doctor'll be here directly, ma'am. Let him lie quiet." Then she and his mother were alone beside him.

"Undo his boots," said Kirsteen.

Nedda's fingers trembled, and she hated them for fumbling so, while she drew off those muddy boots. Then her aunt said softly: "Hold him up, dear, while I get his things off."

And, with a strange rapture that she was allowed to hold him thus, she supported him against her breast till he was freed and lying back inert. Then, and only then, she whispered:

"How long before he—?"

Kirsteen shook her head; and, slipping her arm round the girl, murmured: "Courage, Nedda!"

The girl felt fear and love rush up desperately to overwhelm her. She choked them back, and said quite quietly: "I will. I promise. Only let me help nurse him!"

Kirsteen nodded. And they sat down to wait.

That quarter of an hour was the longest of her life. To see him thus, living, yet not living, with the spirit driven from him by a cruel blow, perhaps never to come back! Curious, how things still got themselves noticed when all her faculties were centered in gazing at his face. She knew that it was raining again; heard the swish and drip, and smelled the cool wet perfume through the scent of the eau de cologne that she had spilled. She noted her aunt's arm, as it hovered, wetting the bandage; the veins and rounded whiteness from under the loose blue sleeve slipped up to the elbow. One of his feet lay close to her at the bed's edge; she stole her hand beneath the sheet. That foot felt very cold, and she grasped it tight. If only she could pass life into him through her hot hand. She heard the ticking of her little travelling-clock, and was conscious of flies wheeling close up beneath the white ceiling, of how one by one they darted at each other, making swift zigzags in the air. And something in her she had not yet known came welling up, softening her eyes, her face, even the very pose of her young body—the hidden passion of a motherliness, that yearned so to "kiss the place," to make him well, to nurse and tend, restore and comfort him. And with all her might she watched the movements of those rounded arms under the blue sleeves—how firm and exact they were, how soft and quiet and swift, bathing the dark head! Then from beneath the bandage she caught sight suddenly of his eyes. And her heart turned sick. Oh, they were not quite closed! As if he hadn't life enough to close them! She bit into her lip to stop a cry. It was so terrible to see them without light. Why did not that doctor come? Over and over and over again within her the prayer turned: Let him live! Oh, let him live!

The blackbirds out in the orchard were tuning up for evening. It seemed almost dreadful they should be able to sing like that. All the world was going on just the same! If he died, the world would have no more light for her than there was now in his poor eyes—and yet it would go on the same! How was that possible? It was not possible, because she would die, too! She saw her aunt turn her head like a startled animal; some one was coming up the stairs! It was the doctor, wiping his wet face—a young man in gaiters. How young—dreadfully young! No; there was a little gray at the sides of his hair! What would he say? And Nedda sat with hands tight clenched in her lap, motionless as a young crouching sphinx. An interminable testing, and questioning, and answer! Never smoked—never drank—never been ill! The blow—ah, here! Just here! Concussion—yes! Then long staring into the eyes, the eyelids lifted between thumb and finger. And at last (how could he talk so loud? Yet it was a comfort, too—he would not talk like that if Derek were going to die!)—Hair cut shorter—ice—watch him like a lynx! This and that, if he came to. Nothing else to be done. And then those blessed words:

"But don't worry too much. I think it'll be all right." She could not help a little sigh escaping her clenched teeth.

The doctor was looking at her. His eyes were nice.

"Sister?"

"Cousin."

"Ah! Well, I'll get back now, and send you out some ice, at once."

More talk outside the door. Nedda, alone with her lover, crouched forward on her knees, and put her lips to his. They were not so cold as his foot, and the first real hope and comfort came to her. Watch him like a lynx—wouldn't she? But how had it all happened? And where was Sheila? And Uncle Tod?

Her aunt had come back and was stroking her shoulder. There had been fighting in the barn at Marrow Farm. They had arrested Sheila. Derek had jumped down to rescue her and struck his head against a grindstone. Her uncle had gone with Sheila. They would watch, turn and turn about. Nedda must go now and eat something, and get ready to take the watch from eight to midnight.

Following her resolve to make no fuss, the girl went out. The police had gone. The mother-child was putting her little folk to bed; and in the kitchen Felix was arranging the wherewithal to eat. He made her sit down and kept handing things; watching like a cat to see that she put them in her mouth, in the way from which only Flora had suffered hitherto; he seemed so anxious and unhappy, and so awfully sweet, that Nedda forced herself to swallow what she thought would never go down a dry and choky throat. He kept coming up and touching her shoulder or forehead. Once he said:

"It's all right, you know, my pet; concussion often takes two days."

Two days with his eyes like that! The consolation was not so vivid as Felix might have wished; but she quite understood that he was doing his best to give it. She suddenly remembered that he had no room to sleep in. He must use Derek's. No! That, it appeared, was to be for her when she came off duty. Felix was going to have an all-night sitting in the kitchen. He had been looking forward to an all-night sitting for many years, and now he had got his chance. It was a magnificent opportunity—"without your mother, my dear, to insist on my sleeping." And staring at his smile, Nedda thought: "He's like Granny—he comes out under difficulties. If only I did!"

The ice arrived by motorcycle just before her watch began. It was some comfort to have that definite thing to see to. How timorous and humble are thoughts in a sick-room, above all when the sick are stretched behind the muffle of unconsciousness, withdrawn from the watcher by half-death! And yet, for him or her who loves, there is at least the sense of being alone with the loved one, of doing all that can be done; and in some strange way of twining hearts with the exiled spirit. To Nedda, sitting at his feet, and hardly ever turning eyes away from his still face, it sometimes seemed that the flown spirit was there beside her. And she saw into his soul in those hours of watching, as one looking into a stream sees the leopard-like dapple of its sand and dark-strewn floor, just reached by sunlight. She saw all his pride, courage, and impatience, his reserve, and strange unwilling tenderness, as she had never seen them. And a queer dreadful feeling moved her that in some previous existence she had looked at that face dead on a field of battle, frowning up at the stars. That was absurd—there were no previous existences! Or was it prevision of what would come some day?

When, at half past nine, the light began to fail, she lighted two candles in tall, thin, iron candlesticks beside her. They burned without flicker, those spires of yellow flame, slowly conquering the dying twilight, till in their soft radiance the room was full of warm dusky shadows, the night outside ever a



deeper black. Two or three times his mother came, looked at him, asked her if she should stay, and, receiving a little silent shake of the head, went away again. At eleven o'clock, when once more she changed the ice-cap, his eyes had still no lustre, and for a moment her courage failed her utterly. It seemed to her that he could never win back, that death possessed the room already, possessed those candle-flames, the ticking of the clock, the dark, dripping night, possessed her heart. Could he be gone before she had been his? Gone! Where? She sank down on her knees, covering her eyes. What good to watch, if he were never coming back! A long time—it seemed hours—passed thus, with the feeling growing deeper in her that no good would come while she was watching. And behind the barrier of her hands she tried desperately to rally courage. If things were—they were! One must look them in the face! She took her hands away. His eyes! Was it light in them? Was it? They were seeing—surely they saw. And his lips made the tiniest movement. In that turmoil of exultation she never knew how she managed to continue kneeling there, with her hands on his. But all her soul shone down to him out of her eyes, and drew and drew at his spirit struggling back from the depths of him. For many minutes that struggle lasted; then he smiled. It was the feeblest smile that ever was on lips, but it made the tears pour down Nedda's cheeks and tickle off onto his hands. Then, with a stoicism that she could not believe in, so hopelessly unreal it seemed, so utterly the negation of the tumult within her, she settled back again at his feet to watch and not excite him. And still his lips smiled that faint smile, and his opened eyes grew dark and darker with meaning.

So at midnight Kirsteen found them.

### CHAPTER XXX

In the early hours of his all-night sitting Felix had first only memories, and then Kirsteen for companion.

"I worry most about Tod," she said. "He had that look in his face when he went off from Marrow Farm. He might do something terrible if they ill-treat Sheila. If only she has sense enough to see and not provoke them."

"Surely she will," Felix murmured.

"Yes, if she realizes. But she won't, I'm afraid. Even I have only known him look like that three times. Tod is so gentle—passion stores itself in him; and when it comes, it's awful. If he sees cruelty, he goes almost mad. Once he would have killed a man if I hadn't got between them. He doesn't know what he's doing at such moments. I wish—I wish he were back. It's hard one can't pierce through, and see him."

Gazing at her eyes so dark and intent, Felix thought: "If you can't pierce through—none can."

He learned the story of the disaster.

Early that morning Derek had assembled twenty of the strongest laborers, and taken them a round of the farms to force the strike-breakers to desist. There had been several fights, in all of which the strike-breakers had been beaten. Derek himself had fought three times. In the afternoon the police had come, and the laborers had rushed with Derek and Sheila, who had joined them, into a barn at Marrow Farm, barred it, and thrown mangolds at the police, when they tried to force an entrance. One by one the laborers had slipped away by a rope out of a ventilation-hole high up at the back, and they had just got Sheila down when the police appeared on that side, too. Derek, who had stayed to the last, covering their escape with mangolds, had jumped down twenty feet when he saw them

taking Sheila, and, pitching forward, hit his head against a grindstone. Then, just as they were marching Sheila and two of the laborers away, Tod had arrived and had fallen in alongside the policemen—he and the dog. It was then she had seen that look on his face.

Felix, who had never beheld his big brother in Berserk mood, could offer no consolation; nor had he the heart to adorn the tale, and inflict on this poor woman his reflection: "This, you see, is what comes of the ferment you have fostered. This is the reward of violence!" He longed, rather, to comfort her; she seemed so lonely and, in spite of all her stoicism, so distraught and sad. His heart went out, too, to Tod. How would he himself have felt, walking by the side of policemen whose arms were twisted in Nedda's! But so mixed are the minds of men that at this very moment there was born within him the germ of a real revolt against the entry of his little daughter into this family of hotheads. It was more now than mere soreness and jealousy; it was fear of a danger hitherto but sniffed at, but now only too sharply savored.

When she left him to go up-stairs, Felix stayed consulting the dark night. As ever, in hours of ebb vitality, the shapes of fear and doubt grew clearer and more positive; they loomed huge out there among the apple-trees, where the drip-drip of the rain made music. But his thoughts were still nebulous, not amounting to resolve. It was no moment for resolves—with the boy lying up there between the tides of chance; and goodness knew what happening to Tod and Sheila. The air grew sharper; he withdrew to the hearth, where a wood fire still burned, gray ash, red glow, scent oozing from it. And while he crouched there, blowing it with bellows, he heard soft footsteps, and saw Nedda standing behind him transformed.

But in the midst of all his glad sympathy Felix could not help thinking: "Better for you, perhaps, if he had never returned from darkness!"

She came and crouched down by him.

"Let me sit with you, Dad. It smells so good."

"Very well; but you must sleep."

"I don't believe I'll ever want to sleep again."

And at the glow in her Felix glowed too. What is so infectious as delight? They sat a long time talking, as they had not talked since the first fatal visit to Becket. Of how love, and mountains, works of art, and doing things for others were the only sources of happiness; except scents, and lying on one's back looking through tree-tops at the sky; and tea, and sunlight, flowers, and hard exercise; oh, and the sea! Of how, when things went hard, one prayed—but what did one pray to? Was it not to something in oneself? It was of no use to pray to the great mysterious Force that made one thing a cabbage, and the other a king; for That could obviously not be weak-minded enough to attend. And gradually little pauses began to creep into their talk; then a big pause, and Nedda, who would never want to sleep again, was fast asleep.

Felix watched those long, dark lashes resting on her cheeks; the slow, soft rise of her breast; the touching look of trust and goodness in that young face abandoned to oblivion after these hours of stress; watched the little tired shadows under the eyes, the tremors of the just-parted lips. And, getting up, stealthy as a cat, he found a light rug, and ever more stealthily laid it over her. She stirred at that, smiled up at him, and instantly went off again. And

he thought: "Poor little sweetheart, she was tired!" And a passionate desire to guard her from trials and troubles came on him.

At four o'clock Kirsteen slipped in again, and whispered: "She made me promise to come for her. How pretty she looks, sleeping!"

"Yes," Felix answered; "pretty and good!"

Nedda raised her head, stared up at her aunt, and a delighted smile spread over her face. "Is it time again? How lovely!" Then, before either could speak or stop her, she was gone.

"She is more in love," Kirsteen murmured, "than I ever saw a girl of her age."

"She is more in love," Felix answered, "than is good to see."

"She is not truer than Derek is."

"That may be, but she will suffer from him."

"Women who love must always suffer."

Her cheeks were sunken, shadowy; she looked very tired. When she had gone to get some sleep, Felix restored the fire and put on a kettle, meaning to make himself some coffee. Morning had broken, clear and sparkling after the long rain, and full of scent and song. What glory equalled this early morning radiance, the dewy wonder of everything! What hour of the day was such a web of youth and beauty as this, when all the stars from all the skies had fallen into the grass! A cold nose was thrust into his hand, and he saw beside him Tod's dog. The animal was wet, and lightly moved his white-tipped tail; while his dark-yellow eyes inquired of Felix what he was going to give a dog to eat. Then Felix saw his brother coming in. Tod's face was wild and absent as a man with all his thoughts turned on something painful in the distance. His ruffled hair had lost its brightness; his eyes looked as if driven back into his head; he was splashed with mud, and wet from head to foot. He walked up to the hearth without a word.

"Well, old man?" said Felix anxiously.

Tod looked at him, but did not answer.

"Come," said Felix; "tell us!"

"Locked up," said Tod in a voice unlike his own. "I didn't knock them down."

"Heaven! I should hope not."

"I ought to have."

Felix put his hand within his brother's arm.

"They twisted her arms; one of them pushed her from behind. I can't understand it. How was it I didn't? I can't understand."

"I can," said Felix. "They were the Law. If they had been mere men you'd have done it, fast enough."

"I can't understand," Tod repeated. "I've been walking ever since."

Felix stroked his shoulder.

"Go up-stairs, old man. Kirsteen's anxious."

Tod sat down and took his boots off.

"I can't understand," he said once more. Then, without another word, or even a look at Felix, he went out and up the stairs.

And Felix thought: "Poor Kirsteen! Ah, well—they're all about as queer, one as the other! How to get Nedda out of it?"

And, with that question gnawing at him, he went out into the orchard. The grass was drenching wet, so he descended to the road. Two wood-pigeons were crooning to each other, truest of all sounds of summer; there was no wind, and the flies had begun humming. In the air, cleared of dust, the scent of hay was everywhere. What about those poor devils of laborers, now? They would get the sack for this! and he was suddenly beset with a feeling of disgust. This world where men, and women, too, held what they had, took what they could; this world of seeing only one thing at a time; this world of

(Continued on page 217)



# IN MEMORIAM

## B. Russo, L. U. No. 39

Whereas Almighty God, in His infinite wisdom, has seen fit to call from us a young and promising Brother, B. Russo, and

Whereas we, the members of Local Union No. 39, I. B. E. W., deeply regret his loss; therefore be it

Resolved, That in this hour of trial and sorrow, we extend to his wife and family our heartfelt sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days and that a copy of these resolutions be sent to his family, a copy spread upon our records and a copy be published in our official Journal.

J. A. LYNCH,  
W. R. LENNOX,  
C. A. BOHMER,  
Committee.

## Irven Balsizor, L. U. No. 245

It is with deep sorrow we, the members of Local No. 245, I. B. E. W., mourn the loss of our esteemed friend and Brother, Irven Balsizor. But Almighty God, the Supreme Ruler of all mankind, has seen fit to take him from our midst; be it

Resolved, That we, the members and friends of the deceased as a body, extend our heartfelt sympathy to the bereaved family in their hour of sorrow; and be it further

Resolved, That our charter be draped for the period of 30 days in memory of our departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be sent the International Office for publication in our official Journal and to be spread upon the minutes of Local No. 245.

CHARLEY BRINLEY,  
FLOYD SCHUMAKER,  
OTTO GRUNTZ,  
Committee.

## Harry Nelson, L. U. No. 675

Whereas Almighty God, in His infinite wisdom, has seen fit to remove from our midst Brother Harry Nelson, the deceased, a young man, past president, and ardent worker for Local Union No. 675, will be greatly missed. His untiring efforts in behalf of organized labor, despite his illness, and his cheerful spirit in face of obstacles, has set an example for us to follow; and

While we mourn the loss of our Brother, we are comforted in the thought that his will be the reward of the just; therefore be it

Resolved, That a copy of these resolutions be spread on the minutes, one sent to the bereaved family, one to the Journal and the charter draped for 30 days.

V. J. TIGHE,  
Recording Secretary.

## Archie Stokes, L. U. No. 309

Whereas Almighty God has, in His infinite wisdom, seen fit to take from our midst on this earth our Brother, Archie Stokes, to his Heavenly home;

Whereas we, as members of Local Union No. 309, deeply feel our loss, and extend to the family of Brother Stokes our deepest sympathy; therefore be it

Resolved, That a copy of these resolutions be forwarded to his family; our charter be draped for a period of 30 days; a copy spread on the minutes of this local union and a copy be sent to the official Journal for publication.

J. B. NUGENT,  
Recording Secretary.

## Joe Blase, L. U. No. 309

Whereas it has been the will of the Almighty God to remove from our midst our esteemed Brother, Joe Blase; and

Whereas we, as members of Local Union No. 309, I. B. E. W., deeply mourn our loss, and extend our heartfelt sympathy to his bereaved family and relatives in their hour of sorrow; therefore be it

Resolved, That our charter be draped for a period of 30 days in memory to him and that a copy of these resolutions will be spread upon the minutes of our meeting, and a copy be sent to his bereaved family and a copy be sent to the official Journal for publication.

J. B. NUGENT,  
Recording Secretary.

## Arthur Hargraves, L. U. No. 675

Brother Arthur Hargraves, one of our old and true members, after years of strife and struggle, has been called to his reward. Almighty God has called him to be among those who have given their lives for the sake of righteousness; and

While we mourn the loss of our Brother, we know that God, in His infinite mercy and understanding, will not overlook his good works in this world and will grant him the reward he justly deserves; and be it

Resolved, That a copy of these resolutions be spread on the minutes, one sent to the bereaved family, one to the Journal and that the charter be draped for 30 days.

V. J. TIGHE,  
Recording Secretary.

## J. C. Howard, L. U. No. 125

The membership of L. U. No. 125 is broken by the calling home of Brother J. C. Howard and we have lost in him a loyal and valued member.

To his bereaved loved ones we extend our heartfelt sympathy, and commend them for greater solace to Him who alone can comfort when human words are weak.

In his memory the charter of our local union shall be draped, and this tribute shall be recorded upon our minutes and published in our Journal.

DALE B. SIGLER,  
J. SCOTT MILNE,  
Committee.

Adopted by L. U. No. 125, this 22nd day of March, 1929.

## William Connell, L. U. No. 9

Whereas Almighty God has been pleased, in His infinite wisdom, to take from among us our esteemed and worthy Brother, William Connell; and

Whereas Local No. 9 of the International Brotherhood of Electrical Workers has lost in the passing of Brother Connell one of our true and earnest members therefore be it

Resolved, That Local No. 9 hereby expresses its keen appreciation of the services to our cause of our devoted Brother and our sorrow in the knowledge of his death; and be it further

Resolved, That Local No. 9 tenders its sincere sympathy to the family of Brother Connell in their time of great sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the family of deceased Brother Connell, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

DENNIS A. MANNING,  
RALPH A. BREHMAN,  
HARRY SLATER,  
Committee.

## William Burt, L. U. No. 364

Whereas it is with deep regret we mourn the passing away of our Brother, William Burt, who has been a loyal member of L. U. 364; therefore be it

Resolved, That L. U. 364, I. B. E. W., extend its heartfelt sympathy to the bereaved family; and be it further

Resolved, That our charter be draped for a period of 30 days, a copy of these resolutions be sent to the family, a copy spread on the minutes of L. U. 364 and a copy be published in our official Journal.

WM. C. LINDBERG,  
Press Secretary.

## Harold A. Peterson, L. U. No. 1141

Whereas it is with deep regret that the members of Local Union No. 1141 mourn the death of our brother, Harold A. Peterson; and Whereas this sad occasion deprives us of a faithful friend and Brother; therefore be it

Resolved, That Local Union No. 1141 extend our deepest sympathy to the bereaved family; and be it further

Resolved, That we drape our charter for a period of 30 days and that a copy of these resolutions be sent to his family, a copy spread upon our records and a copy be published in our official Journal.

F. N. MONDAY,  
H. R. FEES,  
Committee.

## Ira A. Monsey, L. U. No. 18

Whereas it is with deep sorrow and regret that the members of Local Union No. 18, I. B. E. W., mourn the loss of our friend and co-worker, Brother Ira A. Monsey, who was accidentally killed in line of duty on March 6, 1929; therefore be it

Resolved, That we extend our sincere sympathy and condolence to his bereaved wife and sister in this their hour of sorrow, and sincerely hope and trust that they will be strengthened in the knowledge that each member of the organization of which he was an honored member, shares in their grief; and be it further

Resolved, That a copy of these resolutions be forwarded to his wife; a copy to his sister; a copy to our official Journal, The Worker; a copy to our own publication, The Transformer, and a copy spread upon the minutes of our local; and be it finally

Resolved, That our charter be draped for a period of 30 days in his memory.

Signed: F. H. SCHUCHTERMAN,  
O. H. HIDDEN,  
W. L. HAMM,

Committee.

## President F. P. Corbett, L. U. No. 46

It is with deepest sorrow that we, the members of Local Union No. 46, I. B. E. W., pay our last tribute of respect to Brother F. P. Corbett, whom our Heavenly Father in His infinite wisdom has called from his friends and loved ones; and therefore be it

Resolved, That while we humbly bow our heads in submission to His will, we mourn the loss the Brotherhood sustains, also the bereaved family and the membership at large.

Resolved, That we extend our sympathy to his family and friends; and be it

Resolved, That a copy of these resolutions be spread on the minute book of Local Union No. 46, I. B. E. W., a copy sent to the family of our late Brother F. P. Corbett, a copy to the local union of which he was a member, and a copy to our International Office.

Resolved, That our charter be draped in mourning for a period of 30 days in tribute to his memory.

H. HILPERT,  
J. E. HICKS,  
MONTE LABEL,  
ALBERT J. HEMEN,  
FRANK TUSTIN,  
Committee.

## Peter McKinley, L. U. No. 9

Whereas it has pleased Almighty God, in His infinite wisdom, to remove from our midst our good Brother, Peter McKinley; and

Whereas in the death of Brother McKinley Local Union No. 9 of the International Brotherhood of Electrical Workers has lost one of its oldest and best members; therefore be it

Resolved, That Local Union No. 9 acknowledge its great loss in the death of Brother McKinley and expresses its appreciation for his devotion to the principles of true unionism; and be it further

Resolved, That Local No. 9 expresses its sympathy to the family of our good and kind Brother in the hour of their great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother McKinley and a copy be sent to the official Journal of our Brotherhood for publication.

DENNIS A. MANNING,  
FRANK HOBAN,  
HARRY SLATER,  
Committee.

## T. E. Sedgwick, L. U. No. 125

Local Union No. 125, I. B. E. W., records with sorrow the passage of another loyal member into the great beyond, and must pause in the resistless forward press of time to voice a tribute to the memory of our late Brother, T. E. Sedgwick. His going is to us a distinct loss.

To the wife and the three sons left behind our hearts go out in sympathy. Having known him as a friend and Brother, we can appreciate—only in a small degree—the great loss that is theirs in the devoted husband and father that we knew him to be. We can truly say, "We sorrow with them," and, since human sympathy is weak, we commend them for sustaining comfort to that great Source to Whom all must turn in the last dark hour.

As we again move forward, we record upon our minutes this tribute, and drape with crepe the charter of our organization as a symbol of our loss and forward a copy of this resolution to our Journal for publication.

J. SCOTT MILNE,  
R. I. CLAYTON,  
DALE B. SIGLER,  
Committee.



**W. L. Barfoot, L. U. No. 666**

Whereas Almighty God in His infinite wisdom has seen fit to call from our midst our esteemed and worthy Brother, W. L. Barfoot. Whereas Local Union 666, I. B. E. W., has suffered the loss of a true and esteemed Brother; therefore be it

Resolved, That we extend to the family our heartfelt sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days and that a copy of these resolutions be sent to the family, a copy to our official Journal for publication, and a copy to be spread upon our minutes.

J. R. GARTHRIGHT,

**J. W. Stubbs, L. U. No. 125**

Again the hand of the relentless reaper has struck within our midst, and L. U. No. 125 mourns the passing of our late Brother, J. W. Stubbs.

In mutual sorrow we extend the hand of loving sympathy to those who are left behind, and commend to that great Father of us all his loved ones for comfort greater than human hearts can offer.

In memory of our loyal member and Brother, the charter of Local Union No. 125 shall be draped with crepe, and this tribute shall be spread upon our minutes and published in our Journal.

R. I. CLAYTON,  
DALE B. SIGLER,  
J. SCOTT MILNE,

Committee.

Adopted by L. U. No. 125, this 22nd day of March, 1929.

**George I. Mitchell, L. U. No. 18**

Whereas the members of Local Union No. 18, I. B. E. W., of Los Angeles, Calif., deeply regret and mourn the sudden death of our true friend and loyal co-worker, Brother George I. Mitchell; therefore be it

Resolved, That it is with heartfelt sorrow we extend our sympathy and condolence to his widow and family, and may they be strengthened in this their hour of sorrow in the knowledge that each member of Local Union No. 18, I. B. E. W., shares their grief; and be it further

Resolved, That a copy of these resolutions be forwarded to his widow; a copy to the members of his family; a copy to our official Journal, The Worker; a copy to our local publication, The Transformer; and that a copy be spread upon the minutes of our organization; and be it finally

Resolved; That the charter of our local union be draped for 30 days in his memory.

Signed: F. H. SCHUCHTERMAN,  
O. H. HIDDEN,  
W. L. HAMM,

Committee.

**Robert E. Pulleston, L. U. No. 9**

Whereas it has pleased Almighty God in His infinite wisdom, to remove from our midst our worthy Brother, Robert E. Pulleston; and

Whereas in the death of Brother Pulleston Local No. 9 of the International Brotherhood of Electrical Workers has lost one of its loyal and devoted members; therefore be it

Resolved, That Local Union No. 9 acknowledges its great loss in the death of our Brother and hereby expresses its appreciation of the services he rendered to our cause; and be it further

Resolved, That Local Union No. 9 extends its condolence to the family of Brother Pulleston in this their time of great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother Pulleston, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

DENNIS A. MANNING,  
RALPH A. BREHMAN,  
HARRY SLATER,

Committee.

**James Lyons, L. U. No. 9**

Whereas Almighty God, in His infinite wisdom, has removed from our midst our worthy Brother, James Lyons; and

Whereas in the death of Brother Lyons Local Union No. 9, of the International Brotherhood of Electrical Workers, has lost one of its true and devoted members; therefore be it

Resolved, That Local Union No. 9 recognizes its great loss in the passing of Brother Lyons and hereby expresses its appreciation of his service to the cause of our Brotherhood; and be it further

Resolved, That Local Union No. 9 tenders its sympathy to the family of our good

Brother in their great time of bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother Lyons and a copy be sent to the official Journal of our Brotherhood for publication.

DENNIS A. MANNING,  
FRANK HOBAN,  
HARRY SLATER,

Committee.

**Raymond D. Drewett, L. U. No. 723**

Whereas Local Union No. 723, International Brotherhood of Electrical Workers, has been called upon to pay its last tribute of respect to the memory of one of its most esteemed members, Brother Raymond D. Drewett, whom the Great Ruler, Maker of Heaven and Earth, Forgiver of all sins, has deemed it best to call from our midst to the bright and beautiful beyond, we bow our heads in humble submission to Thy will and say we mourn our loss; and

Whereas by his pleasant disposition and sincere friendship he had endeared himself to all who enjoyed his acquaintance; and

Whereas we wish to extend to his family and relatives our sincere and deepest sympathy in this very sad hour and pray that God in His infinite goodness may help them to bear the burden placed upon them, for

Life is noble or ignoble,  
As the world goes rolling round,  
Let it be what God has made it  
From the cradle to the crown.

Therefore be it

Resolved, That a copy of these resolutions be sent to the bereaved family of our departed Brother, a copy be spread on the minutes of this local union and a copy be sent to the official Journal for publication and that our charter be draped for a period of 30 days, as a memento to his memory.

HERBERT F. BOND,  
ANTHONY McMAHON,  
ANTHONY J. OFFERLE,

Committee.

**Mind Like House Where Master Lives In Attic**

A metaphorical picture of the human mind as a two-story dwelling, with quite respectable people on the top floor and much less admirable ones below and with an altogether superior person living somewhere about and able to make both sets of tenants behave themselves, was described by Sir Robert Armstrong-Jones, distinguished British psychologist, in a recent lecture on psycho-analysis before the Abernethian Society, in London. The up-stairs, respectable family represents, Sir Robert said, the conscious part of the human mind; the thoughts and motives of which we are aware and usually not ashamed. Downstairs lives the unconscious part of the mentality, parts emphasized in the psychological theories of Freud. On the stairs between the two floors there stands, the lecturer went on, a metaphorical policeman, the Freudian "censor," whose duty it is to keep the unconscious impulses and cravings from creeping upstairs to confound the conscious part of the mind. So far the metaphor merely pictures the theories of Freud, now familiar to everybody. But these theories leave out, Sir Robert believes, the most important resident in the mind's house. This is the will; the mysterious attribute which is able to decide between "yes" and "no" and which is the only thing that distinguishes human minds from those of animals. Perhaps this mysterious will lives in some inconspicuous attic, of the metaphorical house, emerging only to make sure that the fights between first-floor and second-floor folk do not grow too violent.

**I. B. E. W. RING**

The sort of gift an Electrical Worker would be might happy to wear on his finger—a great idea for a prize in organization campaigns! With the union emblem, this ring in 14-karat gold is priced at

**\$9.50**

**Announcement**

Washington, D. C., March 8, 1929.

To All Organized Labor

Greetings:

The members of the Executive Council of the American Federation of Labor at a meeting held recently, gave consideration to a copy of a circular letter sent to the membership of organized labor and its friends by a dual organization called the National Textile Workers Union of America, appealing for financial contributions. This so-called organization has no relationship whatever to the American Federation of Labor, and for that reason should not be given any recognition by the membership of organized labor. It is an organization formed by individuals outside of the organized labor movement. Its leaders are attempting to set up this organization as a rival to the bona fide organization chartered by the American Federation of Labor and has for its purpose the division of the workers employed in the textile industry.

The United Textile Workers of America is the only organization recognized by the American Federation of Labor as having jurisdiction over workers employed in the textile industry.

The Executive Council calls upon all National and International Unions, State Federations of Labor, City Central Labor Unions and Local Unions affiliated with the American Federation of Labor to withhold any financial or moral assistance to the so-called National Textile Workers Union of America of which Mr. Albert Weisbord is secretary. Ignore the printed appeal of the so-called National Textile Workers Union of America for financial help and moral support. Do not send any money to assist this dual organization. If you help it financially you will thus contribute to the injury of the United Textile Workers of America, an organization affiliated with the American Federation of Labor.

We can not afford to encourage division and discord by helping independent dual unions. Let the workers in the textile industry unite in one strong organization under the banner of the American Federation of Labor. This is the only way by which they can advance their economic and social interests.

The Executive Council of the American Federation of Labor is of the opinion that the officers and members of organizations affiliated with the American Federation of Labor should at all times refrain from making any financial contributions to appeals from organizations and individuals unless such an appeal has been approved by the American Federation of Labor. The Council recommends that all affiliated organizations and their members make inquiry of the officers of the American Federation of Labor regarding the validity and worthiness of appeals for financial help before they respond to such appeals. The executive officers of the American Federation of Labor will reply promptly to every request made for such information.

Fraternally yours,

WM. GREEN,

President,

American Federation of Labor.

Young men, and old men, fight poverty as you would fight slavery. Ask the old and they will tell you that poverty is the great, widespread curse. Not wealth is necessary to happiness, but freedom from poverty that grinds, poverty that worries, poverty that makes a man the slave of any man who has a dollar. THAT is necessary to happiness.

—Arthur Brisbane.



## EXECUTIVE COUNCIL STRENGTHENS LOCAL AT SPECIAL MEETING

(Continued from page 195)

was fully considered, and it was moved and seconded, that the plans outlined by the International President be approved. Carried.

The International President and the International Secretary appeared before the Council and tendered reports concerning organizing activities, and injunction litigation in which the Brotherhood had become involved. These reports were fully considered, and it was moved and seconded, that the activities on organizing work be continued. Motion carried.

Moved and seconded, that the International President and the International Secretary continue the defense in the litigation which they had reported to the Council. Carried.

The International Executive Council resumed hearings in the case of Arthur Schading at 9 a. m. Friday, February 1, and continued such hearings until all interested announced that they had no further evidence to submit or testimony to take; whereupon, the Council adjourned open session and proceeded into executive session, for the purpose of considering and analyzing the official transcript of the records in the case.

The Council continued its consideration of evidence and testimony until it reached a decision relative to each of those against whom charges had been preferred. After reaching the decision in each case, it was moved and seconded, that said decisions be sent to the President and the Recording Secretary of Local Union No. 1, and to the International President and the International Secretary of the International Brotherhood, and that a copy of the decision as it relates to the defendants, be sent to each of the defendants. Motion carried.

It was moved and seconded, that on account of the fact that the papers covering charges, testimony, evidence and decisions pertaining to the matter are so voluminous, representing more than 2,400 typewritten pages, and on account of the further fact that complete records pertaining to the charges, evidence and decisions are in the files of the International Office, the Council include in its minutes only a summary of the charges. Motion carried.

The charges which the Council recognized in the hearing, and which are in the complaint against Arthur Schading were—Violation of his obligations of membership, Article II, Section 1; Article XIV, Section 3; Article XVIII, Section 1, and Article XXXI, Section 1 of the International Constitution.

The Council finds Arthur Schading guilty as charged, and imposes as a penalty a suspension of five years, with qualifications concerning his benefits, and permission to work under the jurisdiction of Local Union No. 1 or any other local union of the Brotherhood.

The charge the Council recognized and considered against Defendant J. R. Green, a member of Local Union No. 1 of St. Louis, Mo., was—Violation of Article X, Section 1, of the International Constitution.

The Council finds J. R. Green guilty as charged, and imposes as a penalty a suspension of six months, with qualifications concerning his benefits, and permission to work under the jurisdiction of Local Union No. 1 or any other local union of the Brotherhood.

The following resolution was presented to the Council:

"Whereas the International Executive Council has had brought officially before it, in the course of the trial of Arthur Schad-

ing, Business Representative of Local Union No. 1, St. Louis, Mo., a large amount of oral testimony given directly under oath by a large number of witnesses, and a great deal of documentary evidence, which, in the judgment of the Council, shows beyond reasonable doubt that improper and unfair business methods have been used by the official Business Representative of Local Union No. 1, St. Louis, Mo., in his official dealings with employers and members of the Union; and

"Whereas this evidence shows beyond reasonable doubt that members of Local Union No. 1 have been discriminated against by the aforesaid Business Representative, Arthur Schading, on the matter of obtaining employment with fair employers, and in some instances such discrimination has been of such proportions as to reach actual persecution of members of the Brotherhood, affiliated through Local Union No. 1 of St. Louis, Mo., depriving them of opportunities to follow their usual trade and vocation; thus seriously affecting their rights as citizens, and members of the International Brotherhood of Electrical Workers; and

"Whereas the evidence shows beyond reasonable doubt that many employers, builders and owners have, through threats and the actual calling of strikes in direct violation of the Constitution of the International Brotherhood of Electrical Workers, and in direct violation and disregard of the provisions of agreements existing between Local Union No. 1 and the employers in the local's jurisdiction in the City of St. Louis, experienced great inconvenience, unnecessary expense and financial loss; and

"Whereas the practice and methods followed by the said Arthur Schading, acting in his capacity as Business Representative of Local Union No. 1, has brought into disrepute not alone Local Union No. 1, but the International Brotherhood of Electrical Workers with which it is affiliated, and created in the minds of those interested in the electrical construction industry, as well as the building trades industry, and in business circles generally, in the City of St. Louis, the impression and belief that the aforesaid Local Union No. 1, and the parent organization, the International Brotherhood of Electrical Workers, with which it is affiliated, operate contrary to good public policy and in complete disregard of its published Constitution and By-Laws; and

"Whereas evidence brought before the International Executive Council for its official consideration shows beyond reasonable doubt that employers in the electrical construction industry, in their efforts to seek relief from the conditions hereinbefore set forth, appealed to the International President of the Brotherhood of Electrical Workers for relief from the unfair and improper conditions imposed upon them by the aforesaid Business Representative, Arthur Schading; and

"Whereas individuals representing many substantial electrical construction and engineering companies operating in the City of St. Louis, Mo., have testified under oath that following the filing of complaint with the International President of the Brotherhood of Electrical Workers, action was taken by James P. Noonan, in his capacity as International President of the Brotherhood of Electrical Workers, which has brought to the electrical construction industry in the City of St. Louis a very substantial degree of relief from the conditions complained about; therefore be it

"Resolved, That the International Executive Council, in executive session, hereby fully endorses the action taken by International President James P. Noonan relative to

the complaints hereinbefore mentioned, and herewith directs that the International President of the Brotherhood of Electrical Workers, either in person or through his properly designated representative, take full and complete charge and jurisdiction over all matters pertaining to the question of industrial relations; namely, full and complete charge of administering agreements, working rules and by-laws that relate to wages and conditions of employment by and between the members of Local Union No. 1, and the employers in the jurisdiction of the local union by whom they are employed, and the International Executive Council further directs and instructs the International President to continue said charge and jurisdiction in behalf of the International Brotherhood of Electrical Workers until such time as evidence is presented to him, and in turn by him reported to the International Executive Council in session assembled, sufficient to satisfy the said International President and International Executive Council that all members of the said local union are accorded their full constitutional rights and are permitted to work without interference, so long as they maintain their good standing membership and observe the constitution of the Brotherhood and the by-laws and working rules of Local Union No. 1; and that the other improper conditions and unfair practices which are the basis of this resolution have been corrected; and that the local union shows that it can and will, through its duly accredited business representatives and local officers, conduct and maintain proper business and industrial relationship with all those with whom it has occasion to transact business; and be it further

"Resolved, That a copy of this resolution, officially signed by the chairman and the secretary of the International Executive Council, be transmitted to the proper officers of the aforesaid Local Union No. 1, and that the aforesaid Local Union No. 1 is hereby instructed to comply with the constitution of the International Brotherhood of Electrical Workers and fully observe existing agreements with employers, and is further instructed to fully co-operate with the International President and his duly accredited representative or representatives in carrying out the provisions of this resolution."

After consideration, it was moved and seconded that the resolution be adopted. Motion unanimously carried.

It was moved and seconded that a true copy of the above resolution be transmitted to the International President for his information and guidance, and that a true copy be transmitted to the president and recording secretary of Local Union No. 1 for the information and guidance of the local union. Motion unanimously carried.

It was moved and seconded that the secretary of the Council be instructed to prepare a letter to be forwarded to the president and the recording secretary of Local Union No. 1, and that said letter be prepared and submitted to the Council for its approval. Motion carried.

Secretary Gordan, of the Council, submitted to the Council for consideration a draft of a letter in accordance with instructions he had received. After due consideration, it was moved and seconded that the letter be approved and that a copy of it be

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sent to the president and the recording secretary of Local Union No. 1, and that the letter be signed by the chairman and the secretary of the International Executive Council. Motion unanimously carried. The text of the letter follows:

"Mr. R. P. Underwood,

"President, Local Union No. 1,

"Mr. J. S. Bode,

"Recording Secretary, Local Union No. 1,  
"4060 West Pine Blvd.,

"St. Louis, Mo.

"Dear Sirs and Brothers:

"The International Executive Council of the International Brotherhood of Electrical Workers herewith transmits to you, as President and Recording Secretary respectively of Local Union No. 1 of the I. B. E. W., a true copy of the decision rendered by the International Executive Council in the matter of charges filed with the International Executive Council by International Vice President H. H. Broach, and International Representative O. E. Jennings, in the case of Arthur Schading, and charges signed by International Vice President H. H. Broach in the case of J. R. Green.

"In addition to the decisions herein referred to in the cases of Arthur Schading and J. R. Green, you will find a copy of a resolution unanimously adopted by the International Executive Council. This resolution is an official endorsement of the actions of International President James P. Noonan, in the matter of taking over, in behalf of the International Brotherhood of Electrical Workers, jurisdiction over the industrial relations functions between Local Union No. 1 and the employers with whom the local transacts business, while the welfare of the local, its members and the Brotherhood was in jeopardy. By 'industrial relations' is meant the administration of agreements and working rules recognized to be in force for and in behalf of the membership of Local Union No. 1 and employers in the local union's jurisdiction.

"The International Executive Council desires it to be understood that its action in this respect has been taken only after full and serious consideration of all evidence presented to it in the course of the trials of the defendants hereinbefore mentioned, and the Council is fully conscious of its duties and responsibilities to all members of the Brotherhood, and in particular to Local Union No. 1, and while the Council regrets the circumstances that impelled it to take the action it did, the members of the Council feel that they have discharged their duties without fear or favor, and the Council is confident in its belief that there are no members of the Brotherhood, who might be at present or may be in the future acting as members of the International Executive Council, who could conscientiously have discharged the duties they are sworn to perform without reaching similar conclusions.

"The International Executive Council herewith directs the attention of the membership of Local Union No. 1 to the following well-proven facts:

"(1) That members of the local union have been discriminated against by the Business Representative or Manager of the local union, in that they have not been accorded the constitutional privilege to which their good-standing membership entitles them, having been denied the privilege of working at their usual trade without interference from individuals, or an individual, as the case might be, representing the local union, so long as the member obeys the Constitution, By-Laws and Working Rules.

"(2) Efforts have been made in numerous

instances to have employers discharge members of the local union, who were giving highly satisfactory service to their employers; thus attempting to trespass upon the constitutional rights of the good-standing membership.

"(3) Many strikes have been called by the Business Manager of the local union, in absolute disregard of the Constitution of the Brotherhood, the by-laws of the local union, and the recognized agreements existing between the local union and employers in the local's jurisdiction. Such violations of agreements are, in the judgment of the Council, inexcusable, represent a breach of faith, and tend to destroy the confidence of the public; also such illegal strikes cause unnecessary loss of wages to the membership, as well as loss to the employer affected. These strikes were, in many instances, called without notice to the employer, or without efforts being made to use the means of adjustment of grievances and disputes set forth in existing agreements.

"(4) In absolute violation of the Constitution of the Brotherhood, agreements have been presented to employers, and signed and entered into with employers, without first submitting the agreements to the International Vice President and International President for approval.

"(5) The present cases represent the second occasion that it has been brought to the attention of the International Executive Council, and freely admitted by those interested—the admission being, in some instances, made with seeming pride—that important official business of the local union is, in effect, subordinated to an institution, club or association known as the 'United League,' such business being 'officially' acted upon by this club or association before an opportunity was given the general membership of the local union to officially transact business so affected. In spite of all efforts to justify or excuse such action, the International Executive Council, without qualification, condemns such methods and practices, and believes that such clubs or associations are formed and maintained for the purpose of usurping the functions of the local union and the prerogatives of the membership.

"(6) The International Executive Council is absolutely convinced that efforts were made to set up a so-called tribunal or institution within the industry, in so far as the industry applies to the jurisdiction of the local union, known as the 'General Arbitration Board' and 'Clearing House Committee,' which tribunal or institution, if permitted to continue, would to a very large extent usurp the functions of the local union, as well as operate contrary to good public policy. No one interested, either as plaintiff or defendant, denied the formation of this tribunal or institution. Such tribunal would, as shown by its by-laws, have power to determine with whom and what employers the union could enter into agreement, thus forcing all employers who desire to operate a union shop to become parties to and financially support such an institution, which tends to undermine the trades-union structure and is contrary to the laws and policies of the Brotherhood and good public policy.

"And all testimony shows defendant a chief exponent and promoter of this institution.

"The subject matter referred to in the above mentioned six instances or paragraphs by no means represents the evidence of circumstances which have influenced the Council in its conclusions; however, these six instances, or any one of them, in the Council's

opinion are sufficient to justify the conclusions reached. These six instances have been reviewed, not for the purpose of justifying the conclusions reached, or as an excuse for such conclusions, but for the purpose of conveying information to the membership of the local union concerning grave improprieties and inconsistencies affecting the membership and citizenship rights of parties interested, and the Council confidently believes that the actions of the Brotherhood in correcting such abuses and improprieties will receive the unreserved approval of the membership of Local Union No. 1, which local union has contributed so much in example to the historical background of the Brotherhood itself.

"Fraternally yours,

"CHAS. P. FORD,

"Chairman,

"M. P. GORDAN,

"Secretary.

"International Executive Council."

The audit committee tendered its report. Moved and seconded that the report of the audit committee be adopted. Carried.

The International President appeared before the Council and called to the attention of the Council the approaching birthday of Thomas A. Edison and suggested that the Council consider the matter of extending to Mr. Edison an appropriate greeting. Moved and seconded that the suggestion be approved and that the International President be requested to transmit an appropriate expression to Mr. Edison in behalf of the International Brotherhood of Electrical Workers, and that this expression be conveyed to Mr. Edison in the form of an engraved facsimile of a membership card. Carried.

The International Secretary appeared before the Council and informed the Council that on the matter of the Samuel Gompers Memorial, to be erected in the city of Washington, the American Federation of Labor had apportioned as the amount to be contributed by the International Brotherhood of Electrical Workers to the Memorial Fund, \$5,000. The International Secretary stated that he required authorization from the Council in order to properly handle the matter. It was moved and seconded that the International Secretary and the International Treasurer be authorized, on behalf of the Brotherhood, to meet the obligation relative to this subject matter. Carried.

The International President and the International Secretary appeared before the Council on the matter of the coming International Convention to be held per the constitution, on the third Monday in September, and explained that the date specified in the constitution would not permit sufficient time for the completion of the Brotherhood's convention and allow the officers to attend the convention of the American Federation of Labor and its affiliated departments, and suggested that the opening date of the convention of the Brotherhood be advanced to the second Monday in September. After consideration, it was moved and seconded that the Council, in accordance with its authority, as set forth in Article X, Section 2 of the International Constitution, change the date of the convention from the third Monday in September—the 16th—to the second Monday in September—the 9th. Motion carried.

An appeal of Local Union No. 26 from the decision of the International President in the case of the local union versus B. A. O'Leary, was received and considered by the Council. After a full review of the evidence presented, it was moved and seconded that the decision of the International President be sustained. Carried.

The following applications for pension were received, considered and favorably acted upon, and pensions granted:



	L. U. No.
Robert P. Fitch	3
Samuel T. Pinckney	3
Frank Murphy	9
J. F. Campbell	12
James P. Collins	134
P. J. Cox	212
Benjamin C. Miller	3
August Wentz	3
Charles Scharf	3
J. DeWitt Pessinger	26
Peter McGinty	134
Edward N. Fraleigh	164

An appeal from Local Union No. 569, for three months' remission of per capita tax was received. In consideration of the case, it was found that while the local had furnished a financial statement covering receipts and disbursements for a one-year period, they had failed to furnish the Council with a balance sheet showing the actual assets and liabilities of the local union. It was moved and seconded that the local be requested to furnish additional information concerning its true financial condition, and if this information showed that the net assets of the local were comparatively the same as those shown by the receipts and disbursements balance for one year, the request for remission be granted. Carried.

Meeting adjourned.

M. P. GORDAN,  
Secretary.

## ATLANTA AUXILIARY FLOURISH- ING

(Continued from page 184)

given equal privileges in politics, by using our rights to vote intelligently, we can be of great help in electing to office those who are favorable to labor.

Probably our greatest help is in visiting the sick, helping financially when needed, and sending flowers, fruit, etc.

We've had several letters from women who are interested in forming auxiliaries. We will be glad to give all information and assistance to those interested in organizing in their city.

Anyone desiring information may communicate with me at this address.

MRS. W. L. MARBUT,  
132 Flora Ave. N. E.,  
Atlanta, Ga.

Atlanta, Ga., March 28, 1929.

It really seems as if the WORKER gets better and better with every issue and now comes the best part of all, a space for auxiliary correspondence! And I am sure we will soon have a charming circulation among the various auxiliaries, to add to the interest of our already wonderful magazine, as well as to promote friendship and good will among the women readers.

Our own auxiliary is quite new as we celebrated its first anniversary on February 14, with an open meeting, an occasion that will long be remembered by all who attended. The program was greatly enjoyed by everyone and very delectable refreshments were served.

A most outstanding event was our oyster supper of March 9th. Brother Frank Winters, vice president of Local No. 84, surprised us all with his ability in culinary arts, for his fried oysters were unsurpassable and also the potatoes and oyster stew. Entertainment by the famous Electrical Workers' Quartette followed by an old fashioned square dance, brought to a close a very successful evening which realized a tidy sum for our treasury.

We are now planning to produce a play using only talent from our auxiliary. The proceeds are to be used in our flower fund. We feel that in no other way are we so help-

ful to our locals as in taking care of their sick list, attending to the sending of flowers, and visiting the sick members. We are greatly interested in other auxiliaries and in those who are contemplating organizing. Please let us hear from you. We gladly offer any assistance we may be able to give. Our own membership has greatly increased, due to a contest between the divided members with two very efficient captains, Mrs. C. N. Boone, captain of the blue side, Mrs. A. H. Hembree, captain of the gold side. We are sorry to report the illness of Mrs. Hembree and hope she will soon be able to be back at her post which is now being filled by Mrs. Dan W. Boone. Mrs. Tom Adair, our vice president, is also on the sick list and we have missed her very much and are glad to hear of her improved condition and hope she will be able to attend our next meeting on April 1.

Indeed, we are so very proud of the continuing prosperous condition of our auxiliary and of the splendid loyalty of all our members and of the earnest endeavors of our president, Mrs. Frank Winters, to allow nothing to stand in the way of its prosperity. It is so satisfying to know that we are really accomplishing things worth while and feel that it is up to us individually and collectively to endeavor to be of service not only to our own locals but also to the entire I. B. E. W., to the ELECTRICAL WORKERS' JOURNAL and to other sister organizations.

In closing we wish to express our thanks to Mr. Bugnizet and to urge all the other auxiliaries to send in their contributions.

May the dear Lord bless you all with health, happiness and success.

MRS. R. H. ELLIOTT.

## THE FREELANDS

(Continued from page 212)

force, and cunning, of struggle, and primitive appetites; of such good things, too, such patience, endurance, heroism—and yet at heart so unutterably savage!

He was very tired; but it was too wet to sit down, so he walked on. Now and again he passed a laborer going to work; but very few in all those miles, and they quite silent. "Did they ever really whistle?" Felix thought. "Were they ever jolly ploughmen? Or was that always a fiction? Surely, if they can't give tongue this morning, they never can!" He crossed a stile and took a slanting path through a little wood. The scent of leaves and sap, the dapple of sunlight—all the bright early glow and beauty struck him with such force that he could have cried out in the sharpness of sensation. At that hour when man was still abed and the land lived its own life, how full and sweet and wild that life seemed, how in love with itself! Truly all the trouble in the world came from the manifold disharmonies of the self-conscious animal called Man!

Then, coming out on the road again, he saw that he must be within a mile or two of Becket; and finding himself suddenly very hungry, determined to go there and get some breakfast.

(To be continued)

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## The Early Diagnosis Campaign

By Elizabeth Cole

In spite of the fact that the organized campaign to control tuberculosis has been carried on for 25 years and in that time has helped to decrease the tuberculosis death-rate from 200 per 100,000 population to 80.8, there still remains a vital phase in which much needs yet to be done. Only about 15 per cent of all patients in tuberculosis sanatoria throughout the country are incipient or early cases upon entrance. This means that tuberculosis is not being discovered in time to make recovery easier and less long drawn out.

Efforts should be made to remedy such a situation. Inasmuch as the tuberculosis campaign is educational in its aim, the National Tuberculosis Association and its affiliated associations decided to emphasize in its teachings the need for early diagnosis. In order to encourage people to realize the value of thorough and frequent periodic examinations, therefore, an early diagnosis campaign was conducted in March, 1928. With the cooperation of the medical profession, the public press, posters, pamphlets and motion pictures, the message of "early discovery—early recovery" was intensively broadcast during that month. The result was increased visits to tuberculosis clinics, increased beds in sanatoria, and a more general interest in what services state and local tuberculosis associations could render their respective communities.

The campaign was financed by the Christmas seals sold in December. Accompanied by a plea to buy the penny Christmas seal, their message of health education is annually broadcast. The early diagnosis campaign, however, is solely educational and seeks to keep before the people the need for combating the disease throughout the year. Especially after the winter's strain and when other spring housecleaning is on one's mind, it is important to consider the fact that the body, too, requires a good overhauling.

The campaign will be repeated in April of this year. Tuberculosis has its danger signs as most diseases have. They are: "Too easily tired; loss of weight; cough that hangs on; indigestion." Persons having these symptoms will be urged to consult their physicians or a specialist. And there will be opportunities at specially conducted clinics for free examination.

Sanatorium care is the recognized safe and sure treatment for tuberculosis, but it is neither safe nor sure when it comes late in the progress of the disease. This newest development in the tuberculosis movement is aimed to increase the percentage of early cases in sanatoria by moving back the average time when persons become aware that they have the disease. There is no way of achieving this except by a thorough physical examination, which it is hoped everyone in the country who has ground for suspecting his condition will undergo during the month of April.

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SABIN COMPANY GLOVES,

No. 685 Linemen's Reindeer Horse, gun cut, six-inch solid leather cuff, horseshoe thumb, hold tight back.....\$3.00

No. 206 Grey Buffed hand, all leather to knuckles, outseam hold tight back.....1.50

536-38-40 West Federal Street Youngstown, Ohio



## STUDY OF WORKS COUNCIL OF THE GENERAL ELECTRIC

(Continued from page 175)

during the noon hour were also established through the initiative of a Councilman.

### Lay-offs Loom Large

It might, perhaps, be claimed that more attention has been given by the management to the problem of lay-offs as a result of the many questions raised on this subject in the Council. Suggestions to the effect that transfers be made from department to department, that rotation of work be investigated in certain other departments, et cetera, could scarcely fail to bring to the attention of the management the problem which is continually significant to the men.

The complaint against the foremen has not, however, been overcome. This is partly due to the way in which the foremen get their jobs and partly to the existence of the foremen's bonus—a method of extra compensation for the cutting down of costs in individual departments from the average costs over a period of time. With the superintendent's recommendation that a certain man be made a foreman a man from one department may be appointed foreman in a department in which he may never have worked and has little knowledge of the particular processes. Such appointments are said to be frequent.

### Bonus Paid for Wage Cuts?

It is supposed to be the policy of the company to change piece rates only when a change in the method of manufacture occurs. What constitutes a change in the method of manufacture is a question which is decided with the aid of the foreman. If he thinks that there is evidence from the performance in his department that the rate is too high the rate department is called in. The existence of the foremen's bonus is a great stimulus to the pursuance of as much of a rate cutting policy as is possible. The rate settlers from the rate department through time and motion study and comparison with other rates will endeavor to set a fair rate. But, if for any reason it is not practicable for the rate to be set in this way the foreman may set a rate which, on the approval of the rate department becomes the established one.<sup>21</sup>

Complaints are frequently made that foremen are constantly speeding up their men.

Foremen have the job of classifying workmen as to their ability. The A men are, of course, the last to be laid off. The actual classification—who is to be A, B or C, is another cause for friction. One councilman who asked his foreman why it was that although he was a first class workman he was always last to be recommended for a raise was told that he talked too much.<sup>22</sup> With all the statements of the management that this sort of thing should not occur it still appears to be difficult to eliminate such attitudes.

It is a little hard to know just how much has been done in regard to lay-offs and discrimination, but it is believed that an effort has been made by the management in this direction and that something has actually been accomplished.

### Older Men Ousted

The question of laying-off older men, however, is one that the council has evidently been unable to handle even in such manner as to gain assurance that the question will be "investigated." That older men within a few years of retirement are being laid off is generally recognized among the employees

with whom I talked. A suggestion that before an employee who had been with the company 15 or more years be laid off the manager sanction such action. This was refused by the management as it was said to be "unbusinesslike."<sup>23</sup>

Of course an old man is apt to be less rapid at his work than a younger one and stands less chance of being classified among the upper groups. It can easily be said that no discrimination is being practiced—that, as is the usual practice, the A men are given preference. It is generally felt among those with whom I have had a chance to talk that little can be done through the council along this line.

In only one instance was a wage question raised in the council. A suggestion was made that consideration be given to methods employed in reducing wages. At the meeting the manager asked that the councilman responsible for the question make known his identity. There was no response and the issue was closed by the statement of the manager that there was no cutting, that on the contrary, wages had reached a higher level than at any other time.<sup>24</sup>

It is true that methods are continually changing and there can be no such thing as a permanent piece rate. But employees will continue to be dissatisfied until they have a voice in determining those rates, or until they are jointly with the management responsible for the experts which set the rates. And whether or not the management chooses to call it cutting of rates, to the employee who, because of lack of work in his regular department, is transferred to the department where it is said to be impossible to pay him his previous rate the policy is nothing less than a rate cutting one.

### Provided Smoking Places

What, then, has the council actually done? It has afforded the men opportunity to get minor improvements and repairs effected, it has established a hospital committee, it has provided places to smoke during the noon hour; it has brought the question of rotation of work and lay-offs to the attention of the management; through the committee of ten it has established a Relief and Loan Fund; and it has provided for the extension to the employee the privilege of calling in his councilman in case of a dispute with the foreman or when the foreman is deciding on the merits of the application of his suggestion—of this we shall hear more in the next section.

How about the original purpose for which the council was ostensibly designed, that of affording the management an insight into an "employee opinion?" In regard to encouraging the policy of "saying what you think" the council has failed to carry out even what it may have been sincerely hoped for. To quote one of the active councilmen in an article appearing in the Works News: "It has been my experience that when an issue arose and the management asked the councilmen for their views it was very seldom that they got a frank opinion."<sup>25</sup>

### Opponents Denied Recognition

There may be six or eight among the one hundred and thirty-five councilmen who speak up regardless of whether or not the management likes it; in fact, at the risk of sacrificing an insight into the "employee opinion" which the management feels it so important to understand, these active ones have been denied recognition on the floor more times than once.

<sup>21</sup> Report which one of the Councilman prepared for the writer.

<sup>22</sup> Schenectady Works News, August 20, 1926, page 4, and conversations with a councilman.

<sup>23</sup> Schenectady Works News, May 21, 1926, page 8.

Many times different members of the council have made the suggestion that the discussions at the meetings be taken down in shorthand, that detailed reports be made and sent around to the different departments where they might be posted on the bulletin boards.<sup>26</sup> The employees, it was argued, would at least be able to know what was actually going on in the council—what stands the various councilmen were taking on specific questions, the position of the management, and what not. As it is, the reports in the Works News are very superficial; only what is actually decided or rejected is printed, and not always all of that. Never is there any hint of an argument. As a result the employees do not know what has transpired or why. But the management is not in the least disposed to grant this request, or these numerous requests. It even denies to the councilmen that detailed reports are made,<sup>27</sup> maintaining that the only reports are those which appear in the Works News!

We find in February, 1925, a discussion about the advisability of having stenographic reports of all transactions. The management contended that the men would not feel so free to talk if they knew that what they said was being taken down verbatim.<sup>28</sup>

Yet it is the existence of these very verbatim reports which makes this information available!

### Full Council Reports Squelched

Again in September, 1926, one of the councilmen suggested that copies of the minutes of the meetings be sent to all departments because of the difficulty involved in trying to tell the men in ten minutes of the lunch hour what takes over an hour for the council to transact. But the manager's answer was: "It is the councilman's point of view of what the council is rather than the written reports coming from the manager's office that is important."<sup>29</sup> Many times this question has been raised, and by different council members. But never has the position of the management been changed.

The existence of these minutes in the manager's office was not, of course, divulged to me by the manager. When I asked to see them he attempted to convince me that the reports in the Works News were better for my purposes. "Of course," argued the manager, "many things are included in the minutes that should not be there." Many questions discussed in the minutes, he went on to explain, were trivial, were not what the council was intended for, etc., etc. "Why," he added, "For the last two meetings at least half the time was consumed by one councilman who had bought an electrical appliance at the employee's store and wanted every one to know that he had been stuck."

How about that "employee opinion" and the management's desire to secure it?

Take for example the chances of securing an "employee opinion" in regard to the development of the Relief and Loan Plan. The employees could gain little understanding of the development of that affair by the space given to it in the Works News. It was printed in the News, of course, that the question had been submitted for pension revision, that a committee had been appointed to investigate the possibilities for such a scheme, that after a year in which an "exhaustive study" had been made of various plans in operation the committee had concluded that a pension plan was impracticable and that an unemployment Relief and Loan Plan was better for all interests involved. The News did not print, however, that many of the

<sup>26</sup> Minutes of the Works Council meetings.

<sup>27</sup> Conversation with a Councilman.

<sup>28</sup> Minutes of the Works Council meetings.

<sup>29</sup> Minutes of the Works Council meetings.

<sup>21</sup> Conversations with employees.

<sup>22</sup> Conversations with employees.



councilmen had actively taken part in the discussion of a proposed supplementary pension plan—that petitions had been signed by employees in several departments requesting that something definite be done along this line. Only the employees who chanced to be in departments where the councilmen were interested in making known the facts knew what was going on. But in general they did not know that for the purposes of "diplomacy" it was necessary to change the name in the final draft from Supplementary Relief and Loan Plan to Unemployment Relief and Loan Plan; that it could be understood that the relief feature would cover the pension idea. All this appears in the minutes which are on file in the manager's office and which most employees and even councilmen do not know exist. The employees do not realize that it is a fair possibility that interest in an unemployment loan fund may well have been stimulated not so much by a desire to relieve the unemployment situation but to secure along with unemployment relief some feature for additional pension payments, however little.

Does it look as if the management has gone out of its way to secure the employees' opinions on the various issues?

#### Independent Sessions Denied

When it was suggested by one of the active members of the council that it might be advisable for the council to meet privately some time previous to the regular meeting the answer was decisively not to devote any more time than was necessary nor beyond that which was being paid for by the management.

When the question of electing a chairman of the council was presented it was voted down and it was decided that the meetings continue to be conducted in the regular manner. And that vacations of one week with pay be granted after five years of employment instead of ten. It was objected to on the grounds that newly hired men should not get vacations in a shorter time than the older ones. It might be legitimate to query as to the actual source of these objections?

It might be said that the trouble lies in the election of the councilmen. The annual election is probably not a big issue with the employees. But to quote from the Citizen:

"As time goes on, and more and more of the employees come to realize the real purpose and function of the Works Council, frequently action is taken by the men in the shop to show their contempt for the bosses union and to ridicule it in many ways, without starting an open revolt. Only recently a so-called election was held for delegates to represent each shop or section in the council. Realizing full well the uselessness of trying to get any benefits from such an organization, several groups of workers proceeded to elect delegates they knew would show their contempt for the whole scheme.

"In one case a certain Scotchman—in the good graces of the bosses went around his shop and button-holed every employee to vote for him. Another man not in such good standing with the higher ups was nominated against the Scotchman and made no effort to be elected. The Scotchman was defeated by a more than ten to one vote. In another case the workers elected an Italian janitor who could not speak English to represent them, and insisted on his being seated in spite of the objection of the boss. In the third case the office elected an office boy 14 years of age, but he was not permitted to sit because he was under age."<sup>24</sup>

#### Taken As a Joke

I have had no difficulty in verifying the

case of the election of the janitor who could not speak English. It was probably as likely to have been the result of indifference as contempt for the council. Some employees feel, however, that more often than not the whole thing is taken as a joke.

What can be said as to the value of the council from the standpoint of the management? There is no doubt about the fact that it has meant the saving of much time which was previously consumed in conference with union committees. This I was told by one of the management's representatives to be of prime importance. In the old days there were 15 craft unions of the metal trades, each of which maintained a shop committee. Beside these committees there was the grievance committee of the Schenectady Metal Trades Council—16 committees in all conferring at various times with the management. And when any one of them was likely to be active all were likely to be active. It is not difficult in a period of rising prices to imagine the manager able to do nothing else but confer with these committees. In glancing over the minutes of the Schenectady Metal Trades Council I have noticed frequent conferences which lasted for four or five hours at a stretch.

#### The Lid Is Clamped

The Works Council is one aspect of the company's open shop policy. It is effective in keeping men who would be active in their trade unions busy with council activities, but not too busy. As soon as the kettle begins to boil too hard the lid is placed securely on.

There have been no strikes—no strikes since the Molders' defeat in 1921 and 1922. To those who measure progress in terms of the lack of such objective phenomena this might be called a step in that direction. But

there has been little to strike for; wages compare favorably with the price level and the eight hour day was secured through the award of the War Labor Board in 1918. The employees, as in many large industrial establishments, appear on the whole fairly content and apathetic.

But we must remember that the Works Council is only one aspect of the general personnel policy of the company designed to keep the workmen satisfied and to stimulate interest and good feeling without relinquishing any of the reins.

The company maintains a Group Life Insurance Plan by which the employee may subscribe for an amount, dependent upon his annual wage, ranging from \$500 to \$2,000 at a monthly cost ranging from 30c to \$1.70. Subscription for this insurance makes employees eligible for additional free insurance taken out by the company in amounts varying from \$500 to \$1,500, depending upon years of service.

In the Schenectady Plant approximately \$500 is spent weekly in reward of suggestions for the improvement of working conditions, greater safety, or economy of manufacture by change in machinery, design or process.

In co-operation with the schools of the city the company provides various educational opportunities—from simple training in office routine to the more technical engineering courses given at Union College. Apprenticeship courses are held for boys between the ages of 16 and 18. Americanization classes are held for foreign born employees who are given instruction in English and civics.

After ten years continuous service one week's vacation with pay is granted; after twenty years of continuous service two weeks vacation with pay are granted.

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We ask all members of organized labor to purchase shoes bearing our Union Stamp on the sole, inner-sole or lining of the shoe. We ask you not to buy any shoes unless you actually see this Union Stamp.



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Affiliated with the American Federation of Labor

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COLLIS LOVELY  
General President

CHARLES L. BAINE  
General Secy-Treas.

<sup>24</sup> Quoted from the Citizen in Labor Age, July, 1927.



Savings and investment plans of the company enable the employee to invest in bonds of the G. E. Employees Securities Corporation, to an amount not exceeding \$500 per year. Occasionally shares of common stock are offered the employees on a monthly payment plan.

After five years of continuous service each employee receiving compensation of \$4,000 or less per year receives a payment equal to 5 per cent of the previous six months earnings.

An excellent hospital is maintained in the Schenectady Works. Employees may not only obtain treatment for casualties occurring on the job but they go for any ailment and have x-rays made, if necessary, at very nominal rates.

The company assists employees in building or buying homes by helping to secure second mortgages.

#### Reaches Only a Handful of Men

Thus, we see that compared with other activities engaged in to stimulate continuous service and good will for the company the Works Council is, indeed, insignificant. It is one means, but it is doubtful how good a means, of selling these policies surely not to the employees in general but possibly to a few councilmen plus the stray employees who chance to hear reports of the meetings or read the accounts in the Works News.

It should, however, be realized by the Schenectady management that if the Works Council is to continue to function as it has during the last few years more subtle methods must be employed. If the management is to continue to run the council it is necessary to search for new ways by which to fool the employees concerning the amount of power they actually have.

To let the council peter out would indeed be very unwise from the standpoint of the management. To admit that the largest plant of the General Electric Company was forced to abandon its policy of employee representation would be a serious thing. Yet, unless something happens to stay the disillusionment which is now evidenced among the more intelligent employees such will be the fate of the Schenectady experiment. The problem of how to run a Works Council is a significant one for the Schenectady management.

### V

#### The Settling of Grievances

It would be necessary, of course, in order to know what really happens in the settling of grievances to interview a large number of employees and attempt to find out what happens in individual cases. It would be extremely impractical to do this amount of interviewing and the information could probably not be ascertained. But there are no records of cases kept and consequently my results are based on reports from comparatively few individuals.

Under the trade union regime there were very seldom any important grievances which were not, in the end, settled satisfactorily to the men involved. The strength of the Metal Trades Council was such that an attempt in any other direction was simply out of the question.

It was the question of grievances that put the Industrial Representation Plan, which failed to be adopted in 1922, in such bad repute, for it took the matter out of the hands of the Metal Trades Council and vested it in a joint committee system, final authority residing with the manager.

But the council plan is different, and only incidentally did it come about that grievances were even in a most indirect manner and by a long stretch of the imagination to be con-

sidered to be within the scope of the council. A grievance, of course, could not be considered a question of "general interest." But early in the history of the council the manager agreed to a suggestion that the councilmen might be called to assist in the settlement of grievances between the workers and the foremen.

#### Grievances Shunted

There is no mention of this power, however, in the constitution of the Works Council or in the Employees' Manual. The management is evidently not so desirous that use be made of this privilege that it advertises it to any great extent.

As the individual who is now manager of the Schenectady plant said, when asked how generally he supposed the practice was used, "Well, you see grievances arising are supposed to be adjusted between the individual and the foremen—if they can't arrive at an agreement either one may call the councilman. But, of course, we like to have these differences settled in the way they are supposed to be settled."

That grievances exist I do not doubt. There seems to be a large number of minor frictions between workmen and foremen over rates, classification and what not.

The active men have taken up some of these questions. In some cases, however, the employees are said to have failed to appear to present their cases. But the attitude of the less interested councilmen has frequently been, "Is it worth my job?" Whether or not it is true that councilmen have been fired for activities as councilmen I do not know. A stipulation was made, however, because of the discharge of a member of the council that

before a councilman be discharged it come before the manager.

Several workmen in different parts of the works declare that they have never known a dispute to arise in which councilmen were even called in. They had never witnessed the functioning of councilmen in that capacity.

When it was proposed that the question committee of the council act as an investigating committee for unsettled grievances the manager's answer was that it was the duty of the councilmen to adjust grievances with their respective foremen. The present method is evidently satisfactory to the management.

But take a case which occurred many years ago, long before the days of the council. A workman had been fired by the foreman on alleged inefficiency. According to his own story he was out 13 weeks, and not until one of the international officers of his union pleaded his case was he re-instated. This man has now been with the company over 35 years.

In a case like this how much likelihood would there now be of a re-instatement after 13 weeks?

### VI

#### The Works Council vs. Trade Unionism

The question of unionism to a great many executives at the various works of the General Electric Company is one which at the present time is not discussed any more than it is necessary. The impression is immediately conveyed to anyone broaching the question of organized labor that dangerous ground

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has been stepped upon—you feel rather guilty, in fact almost embarrassed that you have so blandly attempted to discuss a subject which really ought not to be mentioned.

I received only one answer to an inquiry I sent on this subject to managers of the various plants. Part of this I have already quoted. But the other managers have simply avoided the issue. Two sent my letters to the Director of Industrial Relations at Schenectady, who also successfully avoided the issue.

#### Avoid Trade Unionism

In a conversation with one of the executives who has been at the Schenectady works for 17 years I asked how limited the various managers were in initiating methods of dealing with labor in their own plants. He assured me that they could go as far as they liked but that of course "if one were to go crazy and sign a closed shop agreement it would be a pretty serious thing."

It is evidently hoped by the company that unionism is a dead issue for now and evermore.

How dead it is to remain is a difficult question to even speculate upon. Members of the two organizations which have still maintained their membership and function, more or less, as groups realize that they have only to make one false move and their organizations will be completely destroyed. Patterns could be made at any of the other plants that maintain pattern shops and without a great deal of difficulty the plumbers and steam fitters could be replaced.

Other organizations have made pitiful attempts at re-organization, not, of course, within the works, but the A. F. of L. has sent organizers at various times to Schenectady. These men have visited the homes of the workers and tried in vain to revive interest in trade union organization.

A period of rising prices would bring a change, of course. Disillusioned with the council, then, the men might be forced to organize. But whether or not along the old craft lines is another question. Many union members feel that the craft organizations have well outlived their time. They are confident that when organization comes it will be on an industrial basis.

Another possibility is the "amalgamation" of the existing councils in the industry when the time comes that workmen become restless. But this I can not conceive as a fair possibility. The Schenectady Works Council is entirely too negative a proposition to provide even a nucleus for wider organization. When the need for organization comes whatever happens will not be because there is a council to work from. It is true that the active people on the council would probably be the active ones in an organization campaign, but so would they be regardless of the fact that they have been councilmen, except that their vehemence might be a little more pronounced due to their disillusionment. But they would probably get together not with councilmen as such, but with anyone who shared their views, on or off the Works Council.

But, are we sure that prices will move as they have moved in the past? And, suppose we make that assumption, how about the possibility that the company will not be as alert in its policy of arresting organization in the future as it has been in the past? True that it is not such a simple matter in a period of rising prices as in the period in which the Schenectady works has been successful at it. But in the other plants not much difficulty was experienced in keeping out any permanent organizations during rising prices. The difficulties which are inherent in any attempt at organization of employees in a huge industrial enterprise which maintains plants at various points from coast to coast are by no means insignificant. The question may be

raised as to whether or not the construction of numerous new plants within the last decade rather than the expansion of existing plants may not have been with a view to assisting the various managements in carrying out their labor policies. From the standpoint of maintaining an open shop, diffusion of labor is much more to be desired than concentration. When trouble arises in one locality work can be transferred to the nearest plant. Unless all the workers in the industry are combined into a huge industrial organization little can be hoped for. But to develop an organization of that kind is not an altogether easy thing to do. The A. F. of L. has been unable to accomplish it in the past; it was unable to do it during the war period when, from the standpoint of organization, the situation was relatively favorable. That the A. F. of L. will be no more successful in the future many of the old union members very firmly believe. Just how the industrial organization which they predict will come about is a question which they do not answer, but which, they feel, will be answered by the accomplished facts some time in the future.

At any rate it will not be a royal road for the organizer. But the future is so largely dependent upon the policies of the company, upon the management's skill in continuing to find ways of competing with organized labor for the good will of the workmen that reliable predictions become almost impossibilities.

That the procedure engaged in by the Schenectady management and the Metal Trades Council until the post war period should have led to its own destruction was inevitable. The lack of written agreements for which the nationals would feel responsible, the apparent disregard by the local unions and the Metal Trades Council of any method for breaking a dead lock other than a strike, and the probable inability of the local management to initiate methods for the creation of more adequate industrial relationships were factors fundamental in the whole situation at Schenectady. This probability is not realized by the management nor the union members—neither factions are prone to take a particularly objective attitude toward the whole affair. And even if they did and completely understood that the machinery which existed before the disappearance of trade unionism was doomed to destruction, what effect would it have upon any future course of action? After all, the Schenectady works is only a part of a large corporation which shows no signs of desires to experiment with any methods, co-operative or otherwise, which must recognize functioning labor organizations.

(THE END)

#### CANADIAN BELL AT THE TURN OF A NEW TRANSACTION

(Continued from page 172)

ment that they could perhaps make as much money and serve their country better by modifying their policy of fair speaking and slow attrition.

Bell has never played fair with its employees although it has attempted by publicity campaigns of long duration to create the impression that it has. It fights unionism bitterly though Walter Gifford, the president, recently delivered himself of this noble utterance:

"I am only going to speak of one fallacy that comes down from that old civilization, and that is that because you can order a man to fight and he will fight, you can order him to work and he will work. I don't mean to say that when a man is ordered to work, he doesn't go ahead and work. He goes through the motions. The point I am making is this—just because you ordered a man to fight and he fought with every single thing he had, it doesn't follow that you can order a man on a job and make him give everything he has. Even a conscript who does not want to be a soldier, let alone to fight, will fight with every energy when he sees some other fellow getting ready to kill him if he doesn't shoot first. He will fight in self-defense and to the limit under these circumstances.

"Force doesn't work in an industrial civilization. A worker who is conscripted into an industry by hunger, by need, doesn't go into it in the same way a man goes into a fight. He goes in to hold his job. He does the best he can to hold his job for a while, but that isn't giving all he has to give to industry."

Of course, it is too much to hope that Mr. Gifford and his abettors will see that forcing men and women to work by possessing a monopoly of jobs and through the skilful manipulation of propaganda is also force of the most anti-social character. The Bell monopoly will no doubt continue the avid pursuit of its two chosen objectives—in Canada and elsewhere—namely, to secure from the public what it wants without making concessions in rates, and to exploit as painlessly and as unostentatiously as possible its hundreds of thousands of defenceless employees.

We affirm as one of the cardinal principles of the trade union movement that the working people must unite irrespective of creed, color, sex, nationality or politics.—A. F. of L. Convention Declaration.



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## ELECTRICAL WORKERS LIBERALIZE INSURANCE LAW

(Continued from page 180)

tion of service in which case no employee shall be excluded if he has been for one year or more in the employ of the person taking out the policy, for amounts of insurance based upon some plan precluding individual selection, and for the benefit of persons other than the employer, provided, that when the premium is to be paid by the employer and employee jointly and the benefits of the policy are offered to all eligible employees, not less than seventy-five per cent of such employees may be so insured, or not less than forty per cent if such employee belonging to the insured group has been medically examined and found acceptable for ordinary insurance by an individual policy; or (b) the members of any trade union or other association of wage workers described in section twenty-nine, with or without medical examination, written under a policy issued to such union or association, the premium on which is to be paid by the union or association or by the union or association and the members thereof jointly, and insuring all of the members thereof for amounts of insurance based upon some plan which will preclude individual selection, and for the benefit of persons other than the union or association or any officers, thereof, provided, that when the premium is to be paid by the union or association and its members jointly and the benefits of the policy are offered to all eligible members, not less than seventy-five per cent of such members may be so insured, and provided further that any member or members insured under the policy may apply for amounts of insurance additional to those granted by said policy, in which case any percentage of the members may be insured for additional amounts if they pass satisfactory medical examinations.

## TURNING THE CLOCK BACK IN THE KEY INDUSTRIES

(Continued from page 179)

their way clear to co-operate and accept the good office of the industrial associations to put amusements in America on the open shop.

"In the meantime every industrial association should work to keep the motion picture industry in the open shop ranks.

"This industry has not yet reached the stage where the affiliation between the unions in the spoken and silent drama is of such nature that persuasive measures cannot be invoked now to keep it free from entangling alliances. It is therefore timely to urge that the motion picture business in every community shall be kept on the open shop.

## Printing and Allied Trades

"Marked progress has been made in individual communities in changing over closed to open shop printing trades.

"It is a grievous mistake for any industrial association to permit the printing industry in its community to remain closed shop.

"With commercial job shops enjoying industrial freedom it is proving a constant warning to the Typographical Union in newspapers to watch their step.

"It is to be observed that since the inauguration of the national movement for the open shop in commercial printing, a more amiable and willing attitude has been assumed by newspaper workmen. They fear the invasion of the open shop into their ranks.

"A greater number of metropolitan dailies

are today in the open shop ranks than ever before in the history of the country.

"Newspaper publishers are gradually seeing the light that they no longer need submit to the demands of the back room.

"Local industrial associations must give every possible assistance to encourage newspapers to take the stand and then to maintain it.

## Seek Control of Press

"The conversion of the newspapers of America to the open shop would immediately loosen their tongues editorially and send forth such a volley of constructive editorial matter to the people of the United States that the closed shop would soon be next to impossible.

"Effort should be made by the American Plan-Open Shop-Conference to be duly represented at the annual meetings of the American Newspaper Publishers Association in advocacy of the open shop.

"Industrial executives should be in constant touch with the local newspaper managers on this subject so that industrial freedom may be constantly in the minds of those who sway public opinion so effectively.

"Attention should be given more to the editorial rather than the mechanical end of the newspaper.

"It will be found that editorial and news writers are too often saturated with socialism. The educational processes should therefore be directed to that department.

## Outlook for the Open Shop On Transportation Systems

"The success of the present experiment in abolishing the railway labor board and permitting representatives of executives and employees to settle their differences must be watched with constant interest by industrial executives.

"This measure was a product of the Brotherhoods and a few railway executives.

"It is looked upon with suspicion generally by those who are following closely the development of the open shop.

"This is regarded as a shrewd movement to win back to unionism the independent shop crafts, that are now organized in many of the large railroad systems.

"If this is effectuated it will consolidate and unionize all the railroad working forces to their former strength. Then the real purpose of this new movement will be seen.

"Industrial executives should keep in touch with their local railway heads to watch the development of this plan and its influence upon the continuation of the independent shop crafts and the loyalty of railway executives to the open shop.

## Fuel Production and the Open Shop

"There is a determined effort by some demagogues to nationalize this industry or else place it in such a position that it will lose its independence.

"The future of the coal industry seems to rest largely in the field of legislation.

"When measures in Congress dealing with this subject come up for consideration it is the duty of the industrial association to make a study of the proposed plan involved in the legislation and report its findings and conclusions to the state's representatives in Congress."

## Reaction Rampant

The effort of intelligent workers and employers to make science the guide in industrial relations is thus negated by the open shop group. They are actively engaged in turning industry's clock backward. They seek to bring back the old order of chaos in American industry. They are not interested in the points of view manifested by management engineers, of associations like the

Taylor Society and the American Management Association. They may be likened to the Royalist or Bourbon hangers of Europe persisting in modern republics. They thus menace the gains made by organized society.

In the fourth and last of this series, appearing in May, the question will be asked and answered, Who is behind the open shop?

## RAILROADS DIG IN TO STABILIZE SYSTEMS—A NEW ERA

(Continued from page 178)

Elliot Harris, of "Labor's" staff, the following things about this bill:

"It's a bankers' bill—perhaps I should say a speculators' bill. This bill would give mighty little help in the actual operation of railroads; but it would be the finest boost to operations in railroad stocks in Wall Street that every was heard of.

"I want to call your attention to the fact that speculation in rail stocks took a big jump almost as soon as this bill was favorably reported from committee, and the manipulation has been going on ever since."

"Is it true that this bill was drawn, exactly as introduced, by the attorney of the railway executives?"

"I haven't a doubt of it, though, of course, I have no inside information on this score. But the railroad lawyer doesn't draw bills for those who run trains. He draws bills for those who run stocks.

"If we are going to have railroad consolidation on any big scale, we should require the railroads to take out federal charters. The Parker Bill as it stands is the grossest invasion of state rights—and that doesn't mean any pre-Civil-War stuff, either."

## DEATH CLAIMS PAID FROM MARCH 1, 1929, INCLUDING MARCH 31, 1929

Local	Name	Amount
210	Adolph Baruch	\$ 1,000.00
3	Alfred Dougherty	825.00
134	Chas. Delsing	1,000.00
40	R. A. Franus	650.00
723	Raymond D. Drewett	300.00
3	Wm. C. Radin	475.00
3	Jos. Silverman	300.00
125	T. E. Sedgwick	1,000.00
I. O.	Harry Marks	475.00
98	Fred Tactel	267.00
9	W. F. Fitzgerald	475.00
66	J. H. Jones	1,000.00
3	J. M. Huggins	300.00
9	Peter J. McKinley	1,000.00
675	Harry Nelson	1,000.00
38	S. Harum	1,000.00
912	A. Chamberlain	1,000.00
9	Jas. H. Lyons	1,000.00
18	J. W. Russell	650.00
36	M. J. Brophy	475.00
191	Geo. Vingen	650.00
39	B. Russo	475.00
666	H. L. Barfoot	1,000.00
443	E. A. Woodworth	300.00
I. O.	Chas. M. Shyler	1,000.00
66	Walter E. Harris	475.00
3	Frank Carey	1,000.00
46	F. P. Corbett	1,000.00
675	A. Hargreaves	1,000.00
I. O.	Jas. S. Sanders	1,000.00
444	Fred Perry	237.50
9	R. E. Puleston	1,000.00
1141	H. P. Peterson	475.00
309	J. W. Blase	825.00
Totals		\$ 24,629.50
Total claims paid from March 1, including March 31, 1929		\$ 24,629.50
Total claims previously paid		1,554,273.60
Total claims paid		\$1,578,903.10





## LOCAL UNION OFFICIAL RECEIPTS FROM FEBRUARY

11 TO MARCH 10, 1929



L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS				
Organizing Committee													
T. C. Vickers													
95630	95664	124	533341	533861	267	679331	679339	411	680954	680971	591	712766	712790
I. O. 5828	6351	125	455711	456000	268	417360	417365	413	413694	413770	594	823998	824003
1 523713	523827	126	452251	452588	269	428470	428561	415	616877	616915	595	502723	502909
1 125091	125094	127	981182	981207	271	277009	277053	416	772958	772969	596	440261	440270
2 415731	416120	129	314320	314329	275	517575	517602	417	249188	249202	599	614881	614896
4 987248	987286	131	631643	631663	276	354117	354135	418	352120	352172	601	788974	788994
5 475731	475930	133	315844	315863	278	410445	410464	421	975401	975470	602	990885	990900
6 456001	456213	134	514501	515250	279	969084	969090	424	615020	615044	602	535501	535512
6 218841	219000	134	510751	511200	280	588824	588834	425	731554	731569	603	51519	51529
7 311164	311263	134	509251	509680	281	220019	220042	426	861081	861085	607	600651	600664
8 172087	172200	134	515251	516000	283	728901	728918	427	626014	626038	610	726341	726342
9 329601	329830	134	513751	514500	284	27656	27693	428	982737	982757	611	637796	637815
10 977231	977290	134	407330	408000	285	640904	640918	429	590204	590237	617	395515	395569
12 500127	500134	134	401501	402000	286	639182	639190	430	643101	643115	619	412130	412141
15 694994	695006	134	266814	267000	288	359525	359566	430	989397	989400	622	584590	584605
16 729228	729236	134	402363	402750	290	732423	732433	431	989766	989771	623	995831	995850
17 541851	542480	134	513001	513750	291	527283	527290	432	601736	601763	625	543740	543750
18 522329	522680	136	283364	283453	292	461811	461597	434	729826	729843	625	481501	481514
22 458403		137	215567	215574	293	967139	967190	435	869581	869640	627	852337	852351
26 430673	430900	138	967386	967405	294	723116	723135	437	432312	432312	629	160239	160276
26 233173	233250	139	88344	88371	295	992200	992208	440	123331	123360	630	595075	595084
26 477001	477012	140	596217	596287	296	976861	976870	441	999386	999395	631	583571	583600
27 78628	78635	141	154747	154764	298	463501	463577	443	600342	600353	636	230336	230361
28 202802	202845	143	122921	122937	300	966670	966680	444	528056	528086	648	597292	597367
30 594761	594790	145	347046	347114	302	997914	997924	446	520987	521008	649	448657	448686
31 150202	150218	146	988586	988593	303	528147	528152	449	616438	616452	653	642224	642250
32 596802	596807	150	981548	981574	305	640561	640578	450	46150	46154	654	37129	37180
33 441454	441463	151	276383	276592	306	592272	592304	456	161032	161080	656	971646	971673
34 418727	418805	152	994716	994731	307	976621	976634	458	874361	874382	660	235953	235988
35 15136	15251	153	807539	807558	308	5907	5932	460	615730	615741	661	984563	984578
36 726846	726880	154	841666	841667	309	519780	519860	461	255290	255311	664	973996	974031
37 315237	315271	156	635331	635350	310	290611	290635	465	418097	418272	665	342247	342289
38 12481	12750	157	727752	727770	311	241373	241439	466	316718	316771	666	959220	959247
38 468001	468520	158	830381	830396	312	237511	237566	468	296186	296190	668	499280	499311
39 426891	427058	159	393977	394022	315	291089	291100	470	692865	692876	669	921328	921353
40 545436	545670	161	594386	594401	317	223720	223732	471	972213	972233	670	175633	175639
41 375531	375750	163	375940	375997	318	594121	594168	474	365651	365805	675	980387	980400
42 628839	628850	164	437550	437780	319	690744	690748	477	503314	503340	675	598551	598561
43 367116	367141	169	719026	719035	321	735574	735587	480	52161	52176	677	70081	70117
44 973286	973294	172	12238	12240	322	97475	97479	481	466003	466039	679	27567	27581
45 977473	977483	173	637102	637122	325	591656	591703	482	615384	615391	680	712945	712953
46 506271	506590	174	878212	878219	326	599612	599644	483	355257	355333	681	457628	457647
46 357751	358220	179	305714	305721	328	589958	589994	490	80583	80583	683	926331	926350
47 456711	456727	180	871446	871477	329	996291	996300	492	235219	235259	685	642825	642847
48 344031	344250	181	384976	385119	329	646126	646126	493	427387	427404	686	691137	691150
50 528764	528808	183	595780	595800	330	176428	176442	497	638822	638836	688	18282	18300
51 630151	630196	185	872181	872250	332	215127	215167	500	721804	721864	689	634645	634645
52 383930	383995	186	707594	707601	333	568501	568534	501	290889	291000	691	998204	998228
53 197842	197884	188	432304	432311	333	270707	270750	503	424590	424626	694	441786	441901
54 876675	876695	190	998859	998881	334	277387	277393	504	699817	699852	695	620965	620990
55 775368	775399	191	985101	985116	335	700728	700748	507	868593	868593	696	478501	478617
56 387109	387155	192	287517	287556	339	974910	974939	509	596469	596481	697	518535	518551
57 44650	44670	193	638242	638284	340	462261	462319	514	519291	519400	698	543963	544185
60 421921	422030	194	419456	419510	341	773316	773323	515	631313	631317	704	39381	39402
64 427321	427609	195	363515	363609	343	706170	706179	516	683042	683049	707	294211	294230
65 521566	521780	196	254637	254701	344	688603	688610	520	30591	30638	710	689456	689490
66 526588	526820	197	11097	11100	347	631079	631100	521	720778	720798	711	462871	462938
67 632286	632312	197	583501	583506	347	373001	373052	522	289806	289838	712	932152	932179
68 262276	262440	200	243191	243275	348	308109	308260	525	693289	693300	716	423621	423990
69 532515	532532	201	723765	723771	349	365063	365250	525	599951	599989	717	382695	382762
72 110878	110886	203	630430	630441	349	595401	595460	526	962212	962217	719	441038	441057
73 400879	400952	205	983202	983211	349	494251	494288	527	633681	633713	722	978062	978069
75 7498	7500	208	447392	447394	350	595494	595503	529	987986	987990	723	531779	531834
76 417185	417256	209	447900	447933	352	555304	555338	530	999702	999723	731	459809	459825
77 324781	324941	210	366201	366303	353	471779	472011	532	129485	129522	732	431374	431405
79 166953	167130	212	156524	156678	354	637471	637504	535	122921	122994	734	379922	380031
81 302722	302800	213	207659	207664	355	638459	638463	536	909441	909466	735	735220	735233
82 280431	280500	214	718372	718391	356	970338	970354	537	838914	838954	743	22361	22422
82 436501	436540	214	996342	996352	358	374518	374572	538	333983	334010	757	983950	983983
83 589260	589516	214	502071	502200	363	304730	304743	539	907796	907805	759	734554	734559
86 318733	318750	217	983481	983483	364	501182	501287	540	974583	974598	762	589529	589548
86 317251	317393	222	965872	965891	365	822209	822216	544	593402	593441	763	988407	988444
88 897651	897678	223	164038	164112	366	634978	634992	545	991471	991490	765	24489	24505
89 167016	167019	224	244074	244131	367	95024	95059	548	848223	848235	770	979077	979127
90 439621	439685	225	971851	971863	368	127248	127263	551	290845	290850	771	330470	330473
93 684236	684246	226	994993	995020	369	426082	426121	552	278817	278827	773	143201	143235
94 717228	717233	229	683892	683905	371	30222	30238	556	91463	91472	774	939582	939602
96 908711	908791	230	89213	89250	372	632925	632953	558	39165	39167	781	733857	733863
99 303607	303737	230	435001	435040	373	429028	429040	559	52471	52478	784	128804	128833
100 554739	554753	231	986619	986639	374	874192	874200						



L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
865	281171	281250	1032	983021	983041	617	395521-530.	233	592663.
865	466501	466526	1036	445506	445579	627	852336.	245	396418, 421, 456.
869	546397	546400	1037	371391	371550	654	37138, 143, 145-147,	246	306233.
870	96570	96607	1045	280048	280053		149-150, 152-153,	250	990432.
873	363854	363868	1054	733020	733029		155, 160-161, 165-	251	997461.
874	37590	37608	1057	104233			166, 171, 173-174,	257	736150.
875	36251	36256	1086	349733	349760		177.	265	566745.
886	258945	258963	1091	350386	350415	689	634644.	269	428470, 474.
902	543030	543037	1095	599261	599278	854	370601.	296	976868-869.
907	38836	38841	1099	593748	593791	875	36250.	298	463559.
912	284901	285000	1105	861942	861955	916	858449.	309	519783.
914	72249	72270	1108	645501	645513			343	706171.
915	971170	971180	1118	975723	975748			347	573028.
916	858445	858450	1135	31169	31180			349	595494, 365105.
918	592995	593008	1141	643403	643432			364	501234.
919	59210	59213	1144	533756	533767			405	536291.
929	696265	696280	1151	459828				415	616901.
937	293504	293533	1154	322726	322747			418	352149.
948	394767	394791	1156	602757	602874			425	731566.
953	133820	133844						432	601719, 762.
956	632611	632624						435	869600.
958	845482	845487						437	432269.
963	38402	38406						465	418154, 240.
970	702831	702835						466	316745.
978	325643	325665						501	290993.
982	488843	488860						532	129494.
987	976241	976247						537	838914.
991	684723	684727						552	278823.
995	639513	639519						560	356422, 435.
996	60813	60830						569	347970.
1002	197010	197066						584	450639-640, 526023.
1016	414768	414774						648	597330-337.
1024	571501	571542						653	642246.
1024	68993	69000						694	441851.

## MISSING

Org. Committee, T. C.

Vickers, 95663

104-376731-740.

191-985098-100.

321-735573.

366-634981-990.

372-632941-950.

432-601753.

497-638834-835.

525-600977-088.

535-122981-991.

594-824001-002.

## VOID

2-415863, 975.

9-329595, 827.

18-522339-340, 387,

26-233183-190.

30-594762.

35-15184, 240.

39-426956-957, 427051.

46-506297, 357772, 800,

358150.

48-344060.

56-387086.

65-521574, 584.

66-526606.

73-400885.

81-302746.

99-303652, 692.

124-533537.

131-651651.

145-347080.

PREVIOUSLY LISTED  
MISSING—RECEIVED

43-366997-367112.

76-417129-130.

127-981176-178.

303-640551-552.

325-591607-611.

443-600334-337.

474-365611-640.

530-999699.

584-450639-640, 337370.

654-37110-111, 113, 115-

116.

916-858441.

956-632572-580.

## BLANK

66-526819-820.

325-591703.

567-319066-070.

## PRESIDENT GREEN DEFINES ATTITUDE ON MACHINES

(Continued from page 176)

they are thrown out of employment through the operation of machine displacement to the period when they find new employment?

We cannot create an army of unemployed and maintain prosperity. Every worker is a consumer but when workers are suffering from unemployment they cannot purchase and consume. It is, therefore, to the interest of industry that the mass of working people shall be employed so that the purchasing and consuming power of America's greatest market may be established and maintained at a maximum capacity.

## Call In Government

It is the opinion of the officers and members of the American Federation of Labor that the question of machine displacement should be considered by governmental authorities and a plan formulated by which substantial aid and assistance can be extended to those who have been displaced by machinery in securing new employment suitable to their qualifications and abilities. An agency could be created by the Federal Government for the purpose of assembling information regarding opportunities for employment, the location and demands of new industries and opportunities for men of special skill and training to secure employment. No private agency could function properly in dealing with a question of this kind. For that reason only the government could act and could create an agency which would be a clearing house of information for displaced workers.

Further installation of industrial, mechanical equipment is inevitable. No person with vision and understanding would attempt to stop it. I repeat, labor welcomes it. We would not stop it if we could. While this mechanizing process is continuing the human element in industry must be protected and its interests must be preserved. Machines may produce commodities but they do not consume them. A market must be created and maintained for the use and consumption of the goods and manufactured articles which machine-equipped industry produces if a steady balance is to be maintained between the forces of production and consumption. This can be done by developing the purchasing power of the consuming masses to its maximum capacity.

Every person is a potential consumer but only those who possess a purchasing power

are active consumers. The jobless cannot buy. As unemployment increases the opportunities for the sale of manufactured goods decreases. Expanding unemployment means a contracting consuming market. Here is the basis of labor's concern and anxiety over the problem of technological unemployment caused by machine displacement. We wish to arouse interest in a plan or plans which will serve to cushion wage earners moving from machine displaced positions to other jobs for which they are by training, skill and ability, best suited.

Every person willing and able should be accorded an opportunity to secure employment. There should be no army of unemployed or human scrap heap in America. A jobless class in the cities and towns of the nation constitutes a menace to society. None of these dire consequences will follow the installation of machinery in industry if, while such installation is going on, we see to it that the purchasing and consuming power of all the people is built up and maintained upon a basis corresponding with the productive capacity of industry. This is an objective possible of attainment, noble in purpose and worthy of all human endeavor. If we have the vision and possess the courage and will to achieve we can realize it.

## A-C HUM—THE CAUSES AND CURES

(Continued from page 196)

whether the meter reading was for hum or crackling or other sounds.

The result of this investigation disclosed the interesting and simple fact that most of the hum is due to the amount of exposed insulator tubing. In those tubes that have the cathode sleeve or metal sheathing, which carries the oxide coating, practically the full length of the insulating tubing, there is a minimum of noise. If the insulator tubing is partly exposed, the A-C field of the filament wire reaches the plate and superimposes a hum on the plate current. Also, the crackling noises were found to be traceable to this same exposed insulating tubing. The probable reason for this is that the exposed portion of the insulator accumulates a charge and there is then a discharge between this and the cathode sleeve. This causes the crackling noises that are so disagreeable even if they are blamed on static. When the insulator is completely shielded, the hum is reduced to approximately one-tenth that of the usual heater tube type.

## Now Reduced to Zero

Due to these basic discoveries, tube manufacturers are now making new A-C heater tubes in which the insulator is fully shielded by the cathode sleeving, and hum as well as crackling noise is reduced to the minimum.

Hum has also been traced to the micro-structure of the insulating material. Some substances have been found very noisy, due to certain structural changes in the insulator when heated to high temperatures. Months of study by specialists in the ceramic art has led to entirely new insulating materials, in which the noises are eliminated and also the heating time reduced to a minimum. The latest type heater tubes utilizing the new insulator known as Crolite, have a heating time of about six to eight seconds, as compared with 45 seconds for the earlier heater tubes.

The time is rapidly approaching when the performance of the A-C operated circuit will be quite on a par with that of battery operation, so far as a quiet background is concerned. Meanwhile, the convenience and the economy of operation certainly make the A-C tube circuit the choice of everyone. It is a perfectly safe promise to make that within the next five years, most tubes will be of the heater type and will be available for the most critical applications, such as screen-grid and short-wave work, without worrying about A-C hum or noisy background.

## NOTICE

IMPORTANT: Linemen and cable splicers, there has been no contract let as yet for electrification and cable work on the new depot project in Cleveland. Work can not be started before July 1. Please stay away from Cleveland until notified in JOURNAL.

WALTER LENOX,  
Business Representative,  
L. U. No. 39.

My Mother was an angel on earth. She had been a spirit from above watching over me for good. Without her the world feels so like a solitude.—John Quincy Adams.



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TECHNOLOGICAL unemployment covers that vast field where, through one device or another, and chiefly through a machine supplanting a human, skilled workers have found that their trades no longer exist and that their skill is no longer needed. What becomes of these men? What can be done about these thousands of individual tragedies? What do these individual tragedies mean to society as a whole?

It is an imponderable thing. Some of the experienced witnesses who appeared before your committee stated that new industries absorb the labor turned adrift by machine development. The automobile, the airplane, the radio, and related industries were suggested as examples. Undoubtedly there is much truth in these statements, but nevertheless we are not relieved of the individual problem. It offers little to the skilled musician to say that he, who has devoted his life to his art, may find a job in a factory, where radio equipment is manufactured. Then, there is the delay, that inevitable period of idleness when readjustments are being effected, the suffering, the loss, the enforced change in environment. True, this may all be "the price of progress" but society has an obligation to try, at least, to see that all this "price" does not become the burden of the worker.

*Senate Committee on Education and Labor in its 1929  
Report on Unemployment*

